



State Government

Workforce **PROFILE** 2000

with selected local data



Personnel

Shaping a quality workforce through competence, caring and commitment

Christine Todd Whitman, Governor

Janice Mitchell Mintz, Commissioner

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE

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STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE

INTRODUCTION

The Office of Planning and Research in the Office of External Affairs has compiled this Workforce Profile from data captured by the Department of Personnel's automated personnel files, the Office of Management and Budget's automated payroll files, and a telephone survey. It includes profiles of the State Government workforce as of January 1, 2000, comparisons of the workforce at the end of Fiscal Year 1999 with its composition at the end of previous Fiscal Years, and summaries of personnel actions during Fiscal Year 1999.

We have included trend data where significant trends exist, and where data have been retained long enough to document such trends. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's where possible. Longer-term trend charts typically plot a single statistic (an average, total, or net change value) by year, to avoid excessive complexity. However, we have reproduced total counts by Department for every year since 1960.

The Workforce Profiles for the years 1995 through 2000 were challenging due to changes in the structure of State Government. Where possible, we have noted changes in staffing that are due to these structural changes rather than due to routine movement into and out of the State Government workforce. These changes include: the addition of the county-level Judiciary (Superior Court) employees to the State Government workforce in January of 1995; the elimination of the Departments of Higher Education and Public Advocate; the merger of the Departments of Banking and Insurance; the creation of the Juvenile Justice Commission; the transfer of the Division of Motor Vehicles from the Department of Law and Public Safety to the Department of Transportation; the creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance; the creation of the Commerce and Economic Growth Commission to succeed the Department of Commerce and Economic Development; and the creation of the Office of Information Technology. They also include the transfer of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury. We have tried to annotate any figures that show significant changes as a result of these actions. As of January of 2000, there are no further structural changes to report.

Most of these reports are based on the Department of Personnel's own records. However, certain information is only available from the Centralized Payroll Office in the Department of the Treasury, particularly with regard to union representation of State Government employees. The paycheck counts from Centralized Payroll do not, however, include exactly the same employees as do counts from the Department of Personnel's automated personnel files. In the Department of Personnel files, data are included for Career Service employees in the State Colleges, many of whom were formerly counted in the Department of Higher Education but

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE

INTRODUCTION (continued)

who are not included in paycheck counts or reports based on payroll files. The same is true for certain employees on leave without pay. We include these employees since they are included in the State Government Merit System.

The Workforce Profile includes breakdown data for agencies that State law places “in but not of” the constitutionally authorized departments. The State Parole Board is “in but not of” the Department of Corrections. The Juvenile Justice Commission is “in but not of” the Department of Law and Public Safety. The Commission on Higher Education, the Higher Educational Student Assistance Authority, and Public Broadcasting are “in but not of” the Department of State. The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, the Board of Public Utilities, and the Ratepayer Advocate are all “in but not of” the Department of the Treasury. On all appropriate tables, Departments that include “in but not of” agencies have both the Department proper and the “in but not of” agencies (shown in parentheses) below the overall information for the Department (shown in capital letters).

The profile also includes a separate category for the Displaced Worker Pool. In 1996, the Department of Personnel implemented a program in which a temporary pool of displaced employees serviced the temporary staffing needs of various State departments and agencies, until these displaced workers found permanent employment. The appropriations act enabled the Department of the Treasury to transfer funds to the Department of Personnel from the other State departments to fund the creation of the Displaced Workers Pool and the salaries of participants. The Pool was activated in 1996 to mitigate the effects of a layoff at the Department of Human Services. By February of 1997 all the employees in the Displaced Worker Pool had been placed in other permanent positions. In 1998, following the replacement of the Department of Commerce and Economic Development with a smaller, autonomous commission, additional employees entered the Displaced Worker Pool. By January 2000, all these employees had also been placed in other permanent positions. The Displaced Worker Pool is reactivated as it is needed. We show the Displaced Worker Pool separately from the Executive Departments in the following tables.

The table on the next page provides a general overview of the number of State Government employees in each Department, along with some important statistics computed for the entire State Government workforce. We have provided the January 1999 employee counts for comparison, and shown the absolute and percentage increase or decrease alongside. Overall, there was an increase of 1.4 percent in the size of the State Government workforce during 1999.

The Department of Personnel welcomes your comments or questions regarding this report. The Office of Planning and Research is able to assist individual agencies with specific workforce analyses; for more information, contact Jeff Richter at (609) 633-7522.

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE OVERVIEW

JANUARY 1, 2000

DEPARTMENT	NUMBER OF EMPLOYEES		
	1/1/1999	1/1/2000	CHANGE OVER 1 YEAR
AGRICULTURE	245	248	+ 3 (+1.2%)
BANKING & INSURANCE	479	487	+ 8 (+1.7%)
COMMUNITY AFFAIRS	989	1,038	+ 49 (+5.0%)
CORRECTIONS	9,723	9,726	+ 3 (+0.0%)
(Corrections)	9,555	9,548	(-7) (-0.1%)
(State Parole Board)	168	178	(+10) (+6.0%)
EDUCATION	896	877	- 19 (-2.1%)
ENVIRONMENTAL PROTECTION	3,161	3,282	+ 121 (+3.8%)
GOVERNOR'S OFFICE	157	154	- 3 (-1.9%)
HEALTH & SENIOR SERVICES	1,898	1,993	+ 95 (+5.0%)
HUMAN SERVICES	18,489	18,846	+ 357 (+1.9%)
INFORMATION TECHNOLOGY ³	0	1,005	+ 1,005 (New Agency)
LABOR	4,174	4,081	- 93 (-2.2%)
LAW & PUBLIC SAFETY	8,374	8,578	+ 204 (+2.4%)
(Law & Public Safety)	6,901	7,087	(+186) (+2.7%)
(Juvenile Justice)	1,473	1,491	(+18) (+1.2%)
MILITARY & VETERANS AFFAIRS	1,472	1,554	+ 82 (+5.6%)
PERSONNEL	423	432	+ 9 (+2.1%)
STATE	539	567	+ 28 (+5.2%)
(State)	172	190	(+18) (+10.5%)
(Commission on Higher Education)	21	24	(+3) (+14.3%)
(Higher Educational Student Assistance) ⁴	202	194	(-8) (-4.0%)
(Public Broadcasting)	144	159	(+15) (+10.4%)
TRANSPORTATION	5,240	5,210	- 30 (-0.6%)
TREASURY ⁴	6,619	5,633	- 986 (-14.9%)
(Treasury)	4,971	3,955	(-1,016) (-20.4%)
(Administrative Law)	120	119	(-1) (-0.8%)
(Casino Control)	342	336	(-6) (-1.8%)
(Public Defender)	883	925	(+42) (+4.8%)
(Public Utilities)	268	263	(-5) (-1.9%)
(Ratepayer Advocate)	35	35	(+0) (+0.0%)
TOTAL EXECUTIVE DEPARTMENTS	62,878	63,711	+ 833 (+1.3%)
STATE COLLEGES (Career Service Only)	3,613	3,675	+ 62 (+1.7%)
DISPLACED WORKER POOL ⁵	4	0	- 4 (-100%)
TOTAL EXECUTIVE BRANCH	66,495	67,386	+ 891 (+1.3%)
JUDICIARY	9,058	9,216	+ 158 (+1.7%)
LEGISLATIVE STAFF	478	489	+ 11 (+2.3%)
TOTAL STATE GOVT WORKFORCE	76,031	77,091	+ 1,060 (+1.4%)

AGE

Average: 44
Median: 45

LENGTH OF SERVICE

Average: 13 years
Median: 13 years

SALARY¹

Average: \$44,422
Median: \$40,107

GENDER

Female: 41,757 (54.2%)
Male: 35,334 (45.8%)

MINORITY EMPLOYEES

27,515 (35.7%)

UNION REPRESENTATION ²

61,911 (84.3%)

¹ Full-time employees only.

² From Centralized Payroll files.

Excludes State Colleges and employees on leave without pay.

³ The Office of Information Technology was created on September 4, 1998. A separate identity in PMIS was established in 1999.

⁴ Effective April 26, 1999, the Higher Educational Student Assistance Authority was created and allocated in but not of the Department of State. It succeeds the Office of Student Assistance which was formerly allocated in but not of the Department of Treasury.

⁵ Displaced Worker Pool created October 1996.

Unless otherwise noted, all data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY

STATISTICS BY AGENCY

INTRODUCTION

The following group of tables shows statistics for each of the Executive Departments, the Career Service employees in the State Colleges, all employees in the Judiciary, and the Legislature. Page 5 presents counts of employees by work schedule. In addition to full-time and part-time salaried employees who are paid a percentage of a full-time salary, some agencies employ seasonal or intermittent employees who are paid an hourly wage or employees on a “per diem” (daily) basis. A pie chart summarizes the totals for the entire State Government workforce.

Page 6 shows a similar breakdown for employees’ class of service. Again, we have included a pie chart to show the classification breakdown of the State Government workforce at a glance, but there is considerable variation in the proportion of career employees among the various agencies.

Page 7 presents a profile of the “average” State Government employee by agency. In addition to average age, length of service, and salary statistics, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee whose name appears at the exact middle of a list of employees sorted by salary, from the lowest to the highest. Most employees earn a salary that is below the average, because most jobs are at the lower levels of organization. As a result, the median salary is usually lower than the mean or “average” salary. Some agencies have a median salary that approaches or exceeds the average; this may indicate a narrower or more uniform distribution of salaries, or a greater proportion of high-level employees in these agencies.

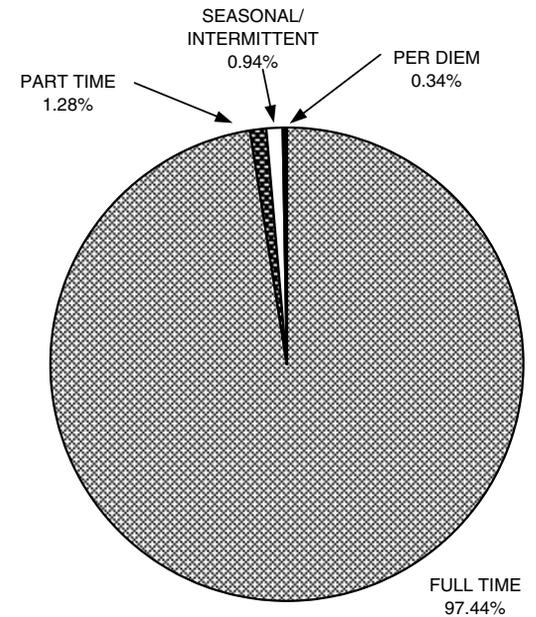
The table on Page 8 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. You will notice that, in addition to these three sources, two others are shown in the table: revolving funds and higher education funds. Revolving funds are funds that have been established from the General Fund at some point in time, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology. Higher education funds represent a combination of appropriations from the General Fund, Federal funds, special purpose funds, and tuition receipts.

Page 9 lists other public sector employers whose employees are sometimes not considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various Commissions and Authorities that do not enter employee information into the Department of Personnel’s automated files. We have presented data collected by a telephone survey, and have included information on the source(s) of funds for each agency.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT

JANUARY 1, 2000

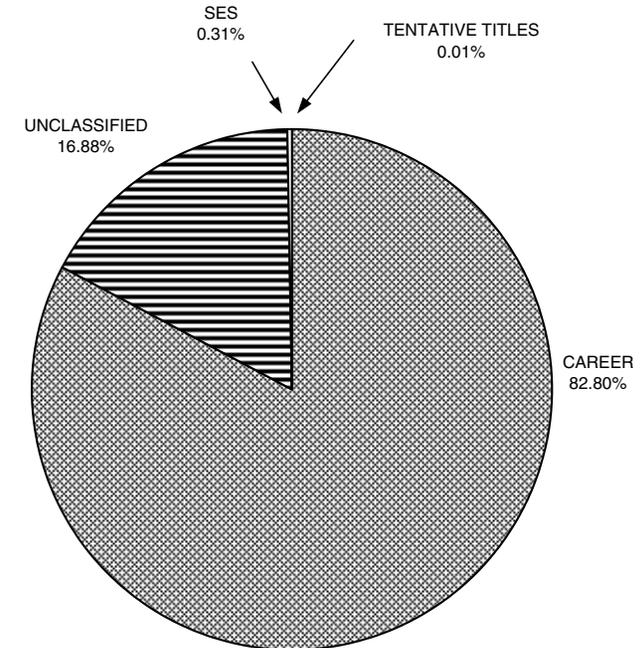
DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
AGRICULTURE	246	2	0	0	248
BANKING & INSURANCE	485	2	0	0	487
COMMUNITY AFFAIRS	1,038	0	0	0	1,038
CORRECTIONS	9,712	14	0	0	9,726
(Corrections)	(9,536)	(12)	(0)	(0)	(9,548)
(State Parole Board)	(176)	(2)	(0)	(0)	(178)
EDUCATION	873	4	0	0	877
ENVIRONMENTAL PROTECTION	3,247	35	0	0	3,282
GOVERNOR'S OFFICE	153	1	0	0	154
HEALTH & SENIOR SERVICES	1,985	8	0	0	1,993
HUMAN SERVICES	18,194	648	2	2	18,846
INFORMATION TECHNOLOGY	1,005	0	0	0	1,005
LABOR	3,665	5	402	9	4,081
LAW & PUBLIC SAFETY	8,329	17	0	232	8,578
(Law & Public Safety)	(6,846)	(9)	(0)	(232)	(7,087)
(Juvenile Justice)	(1,483)	(8)	(0)	(0)	(1,491)
MILITARY & VETERANS AFFAIRS	1,511	41	2	0	1,554
PERSONNEL	427	5	0	0	432
STATE	558	9	0	0	567
(State)	(190)	(0)	(0)	(0)	(190)
(Commission on Higher Education)	(23)	(1)	(0)	(0)	(24)
(Higher Educational Student Assistance)	(194)	(0)	(0)	(0)	(194)
(Public Broadcasting)	(151)	(8)	(0)	(0)	(159)
TRANSPORTATION	5,187	23	0	0	5,210
TREASURY	5,305	21	298	8	5,633
(Treasury)	(3,640)	(8)	(298)	(9)	(3,955)
(Administrative Law)	(119)	(0)	(0)	(0)	(119)
(Casino Control)	(335)	(1)	(0)	(0)	(336)
(Public Defender)	(913)	(12)	(0)	(0)	(925)
(Public Utilities)	(263)	(0)	(0)	(0)	(263)
(Ratepayer Advocate)	(35)	(0)	(0)	(0)	(35)
TOTAL EXECUTIVE DEPARTMENTS	61,920	835	704	252	63,711
STATE COLLEGES (Career Service Only)	3,513	134	20	8	3,675
DISPLACED WORKER POOL	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	65,433	969	724	260	67,386
JUDICIARY	9,200	16	0	0	9,216
LEGISLATIVE STAFF	489	0	0	0	489
TOTAL STATE GOVT WORKFORCE	75,122	985	724	260	77,091



STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE CLASSIFICATION BY DEPARTMENT

JANUARY 1, 2000

DEPARTMENT	COMPE- TITIVE	NON- COMPE- TITIVE	TOTAL CAREER	UNCLAS- SIFIED	TENTA- TIVE	SR.EXEC. SERVICE	GRAND TOTAL
AGRICULTURE	223	11	234	13	0	1	248
BANKING & INSURANCE	375	19	394	92	0	1	487
COMMUNITY AFFAIRS	949	27	976	62	0	0	1,038
CORRECTIONS	9,014	181	9,195	531	0	0	9,726
(Corrections)	(8,958)	(171)	(9,129)	(419)	(0)	(0)	(9,548)
(State Parole Board)	(56)	(10)	(66)	(112)	(0)	(0)	(178)
EDUCATION	300	368	668	209	0	0	877
ENVIRONMENTAL PROTECTION	2,808	367	3,175	90	0	17	3,282
GOVERNOR'S OFFICE	29	0	29	125	0	0	154
HEALTH & SENIOR SERVICES	1,737	140	1,877	86	0	30	1,993
HUMAN SERVICES	13,516	4,446	17,962	856	0	28	18,846
INFORMATION TECHNOLOGY	889	101	990	14	0	1	1,005
LABOR	3,388	494	3,882	166	0	33	4,081
LAW & PUBLIC SAFETY	2,999	901	3,900	4,666	0	12	8,578
(Law & Public Safety)	(2,081)	(668)	(2,749)	(4,329)	(0)	(9)	(7,087)
(Juvenile Justice)	(918)	(233)	(1,151)	(337)	(0)	(3)	(1,491)
MILITARY & VETERANS AFFAIRS	734	525	1,259	295	0	0	1,554
PERSONNEL	362	31	393	19	0	20	432
STATE	294	13	307	251	8	1	567
(State)	(141)	(6)	(147)	(42)	(0)	(1)	(190)
(Commission on Higher Education)	(6)	(1)	(7)	(17)	(0)	(0)	(24)
(Higher Educational Student Assistance)	(133)	(5)	(138)	(54)	(2)	(0)	(194)
(Public Broadcasting)	(14)	(1)	(15)	(138)	(6)	(0)	(159)
TRANSPORTATION	4,685	454	5,139	36	0	35	5,210
TREASURY	4,103	427	4,530	1,041	0	62	5,633
(Treasury)	(3,280)	(387)	(3,667)	(255)	(0)	(33)	(3,955)
(Administrative Law)	(71)	(5)	(76)	(43)	(0)	(0)	(119)
(Casino Control)	(47)	(0)	(47)	(289)	(0)	(0)	(336)
(Public Defender)	(487)	(29)	(516)	(409)	(0)	(0)	(925)
(Public Utilities)	(206)	(5)	(211)	(23)	(0)	(29)	(263)
(Ratepayer Advocate)	(12)	(1)	(13)	(22)	(0)	(0)	(35)
TOTAL EXECUTIVE DEPARTMENTS	46,405	8,505	54,910	8,552	8	241	63,711
STATE COLLEGES (Career Svc)	2,268	1,405	3673	2	0	0	3,675
DISPLACED WORKER POOL	0	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	48,673	9,910	58,583	8,554	8	241	67,386
JUDICIARY	5,197	52	5,249	3,967	0	0	9,216
LEGISLATIVE STAFF	0	0	0	489	0	0	489
TOTAL STATE GOVT WORKFORCE	53,870	9,962	63,832	13,010	8	241	77,091



Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY

JANUARY 1, 2000

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY*	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$48,063	\$44,524	15
BANKING & INSURANCE	47	\$52,908	\$52,583	14
COMMUNITY AFFAIRS	48	\$47,757	\$42,789	12
CORRECTIONS	(42)	\$47,084	\$50,296	11
(Corrections)	(42)	(\$47,743)	(\$50,295)	(11)
(State Parole Board)	(41)	(\$51,286)	(\$48,172)	(11)
EDUCATION	47	\$54,008	\$52,583	13
ENVIRONMENTAL PROTECTION	44	\$50,613	\$51,804	14
GOVERNOR'S OFFICE	39	\$49,446	\$42,000	6
HEALTH & SENIOR SERVICES	48	\$49,148	\$47,948	14
HUMAN SERVICES	45	\$39,052	\$34,794	13
INFORMATION TECHNOLOGY	47	\$58,983	\$61,191	18
LABOR	48	\$44,264	\$39,927	15
LAW & PUBLIC SAFETY	(42)	\$52,384	\$50,291	12
(Law & Public Safety)	(42)	(\$52,384)	(\$52,304)	(12)
(Juvenile Justice)	(41)	(\$42,346)	(\$39,310)	(9)
MILITARY & VETERANS AFFAIRS	46	\$34,965	\$31,799	10
PERSONNEL	48	\$54,479	\$53,770	19
STATE	45	\$47,191	\$47,948	13
(State)	(45)	(\$43,260)	(\$40,000)	(14)
(Commission on Higher Education)	(47)	(\$56,088)	(\$53,764)	(9)
(Higher Educational Student Assistance)	(47)	(\$45,240)	(\$41,746)	(14)
(Public Broadcasting)	(44)	(\$53,290)	(\$52,510)	(12)
TRANSPORTATION	47	\$44,118	\$39,927	18
TREASURY	46	\$49,126	\$45,113	14
(Treasury)	(47)	(\$46,264)	(\$41,719)	(14)
(Administrative Law)	(49)	(\$57,919)	(\$45,789)	(16)
(Casino Control)	(46)	(\$48,986)	(\$45,639)	(15)
(Public Defender)	(46)	(\$56,643)	(\$57,700)	(14)
(Public Utilities)	(46)	(\$56,730)	(\$55,067)	(16)
(Ratepayer Advocate)	(43)	(\$59,299)	(\$60,450)	(7)
TOTAL EXECUTIVE DEPARTMENTS	44	\$45,428	\$42,547	13
STATE COLLEGES (Career Service Only)	46	\$32,444	\$30,803	11
DISPLACED WORKER POOL	NA	NA	NA	NA
TOTAL EXECUTIVE BRANCH	44	\$44,729	\$41,719	13
JUDICIARY	44	\$41,834	\$32,776	11
LEGISLATIVE STAFF	42	\$52,057	\$47,169	11
TOTAL STATE GOVT WORKFORCE	44	\$44,422	\$40,107	13

*Excludes part-time and per diem employees. Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE

JANUARY 1, 2000

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	HIGHER EDUCATION 900	TOTAL
AGRICULTURE	149	39	0	60	0	248
BANKING & INSURANCE	482	0	0	5	0	487
COMMUNITY AFFAIRS	639	256	47	96	0	1,038
CORRECTIONS	9,213	36	236	241	0	9,726
(Corrections)	(9,035)	(36)	(236)	(241)	(0)	(9,548)
(State Parole Board)	(178)	(0)	(0)	(0)	(0)	(178)
EDUCATION	446	242	28	161	0	877
ENVIRONMENTAL PROTECTION	3,063	130	6	83	0	3,282
GOVERNOR'S OFFICE	130	0	24	0	0	154
HEALTH & SENIOR SERVICES	760	826	122	285	0	1,993
HUMAN SERVICES	13,210	5,068	11	556	0	18,846
INFORMATION TECHNOLOGY	0	0	1,005	0	0	1,005
LABOR	674	3,400	0	7	0	4,081
LAW & PUBLIC SAFETY	6,561	161	4	1,852	0	8,578
(Law & Public Safety)	(5,496)	(117)	(4)	(1,470)	(0)	(7,087)
(Juvenile Justice)	(1,065)	(44)	(0)	(382)	(0)	(1,491)
MILITARY & VETERANS AFFAIRS	1,404	150	0	0	0	1,554
PERSONNEL	422	0	0	10	0	432
STATE	298	157	51	61	0	567
(State)	(127)	(3)	(51)	(9)	(0)	(190)
(Commission on Higher Education)	(22)	(2)	(0)	(0)	(0)	(24)
(Higher Educational Student Assistance)	(29)	(152)	(0)	(13)	(0)	(194)
(Public Broadcasting)	(120)	(0)	(0)	(39)	(0)	(159)
TRANSPORTATION	4,052	1,158	0	0	0	5,210
TREASURY	4,841	16	355	421	0	5,633
(Treasury)	(3,529)	(0)	(355)	(71)	(0)	(3,955)
(Administrative Law)	(107)	(0)	(0)	(12)	(0)	(119)
(Casino Control)	(0)	(0)	(0)	(336)	(0)	(336)
(Public Defender)	(923)	(0)	(0)	(2)	(0)	(925)
(Public Utilities)	(247)	(16)	(0)	(0)	(0)	(263)
(Ratepayer Advocate)	(35)	(0)	(0)	(0)	(0)	(35)
TOTAL EXECUTIVE DEPARTMENTS	46,344	11,639	1,889	3,838	0	63,711
STATE COLLEGES (Career Service Only)	0	0	0	0	3,675	3,675
DISPLACED WORKER POOL	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	46,344	11,639	1,889	3,838	3,675	67,386
JUDICIARY	7,700	1,335	0	181	0	9,216
LEGISLATIVE STAFF	489	0	0	0	0	489
TOTAL STATE GOVT WORKFORCE	54,533	12,974	1,889	4,019	3,675	77,091

STATE OF NEW JERSEY
OTHER GOVERNMENT EMPLOYMENT

JANUARY 2000

AGENCY	FULL TIME	PART TIME	TOTAL 2000	TOTAL 1999	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	54	7	61	54	7	MARKETING FEE REVENUE
CASINO REINVESTMENTS AUTHORITY	36	2	38	37	1	CASINO REVENUE
COMMERCE & ECONOMIC GROWTH COMMISSION	123	6	129	121	8	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY*	495	320	815	770	45	TOLLS
DELAWARE RIVER BASIN COMMISSION*	42	0	42	41	1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	295	4	299	356	-57	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY*	575	0	575	600	-25	TOLLS & FARES
EDUCATIONAL FACILITIES AUTHORITY	8	0	8	7	1	FEE REVENUES
HACKENSACK MEADOWLANDS DEVELOPMENT COMM.	109	10	119	114	5	SELF FUNDED VIA GENERATED FEES AND REVENUES
HIGHER EDUCATION UNCLASSIFIED	4,437	110	4,547	4,081	466	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	216	0	216	211	5	BOND REVENUES
INTERSTATE SANITATION COMMISSION*	15	1	16	15	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	115	0	115	102	13	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY HIGHWAY AUTHORITY	1,177	139	1,316	1,306	10	TOLLS
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,059	9	1,068	1,054	14	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	802	1,689	2,491	2,491	0	SELF FUNDED
NEW JERSEY TURNPIKE AUTHORITY	1,576	647	2,223	2,367	-144	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	110	0	110	113	-3	WATER SALE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	28	-2	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	150	0	150	150	0	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION (NJ SECTION)	90	5	95	110	-15	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	579	0	579	571	8	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	224	0	224	238	-14	WATER SALE REVENUES
PINELANDS COMMISSION	48	3	51	52	-1	STATE APPROPRIATIONS, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY†	6,970	55	7,025	7,208	-183	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	54	0	54	52	2	SEWAGE FEES
RUTGERS	8,737	226	8,963	8,799	164	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	132	0	132	131	1	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	250	104	354	333	21	TOLLS
UNIVERSITY OF MEDICINE AND DENTISTRY	9,458	1,826	11,284	10,202	1,082	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	79	3	82	86	-4	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	38,041	5,166	43,207	41,800	1,407	

*Multi-State Authorities

†Includes figures for PATH

STATE OF NEW JERSEY
AGE, SERVICE LENGTH, SEPARATION AND HIRING DATA
FOR STATE GOVERNMENT EMPLOYEES

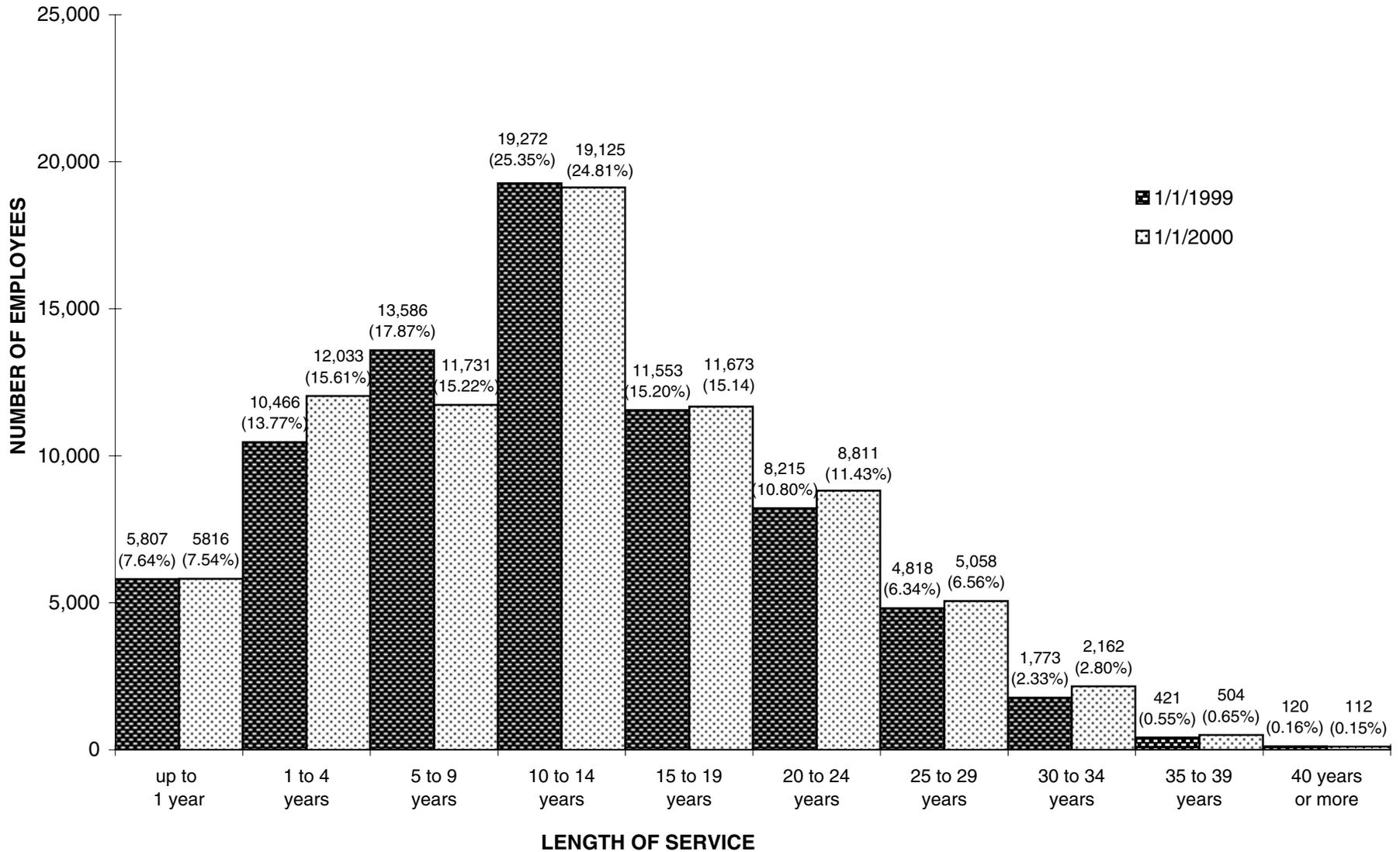
INTRODUCTION

The next group of charts shows the distribution of employees by length of service and age, and presents information on separations and hiring of employees in State Government service. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 1, 2000 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 1999 (the darker-colored columns). The length of service data indicate that the average length of service in the State Government workforce remains at 13 years. There are fewer employees with less than 10 years of service than there were last year, and more who have 10 or more years of service. The age data indicate that the number of individuals who are under 50 years of age is less than last year, and that there are more individuals aged 50 or older than there were last year.

On Page 13 we compare separations during Fiscal Years 1998 and 1999 sorted by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, separations decreased slightly during FY1999 as compared to FY1998. Pages 14 and 15 present additional data for separations from State Government service.

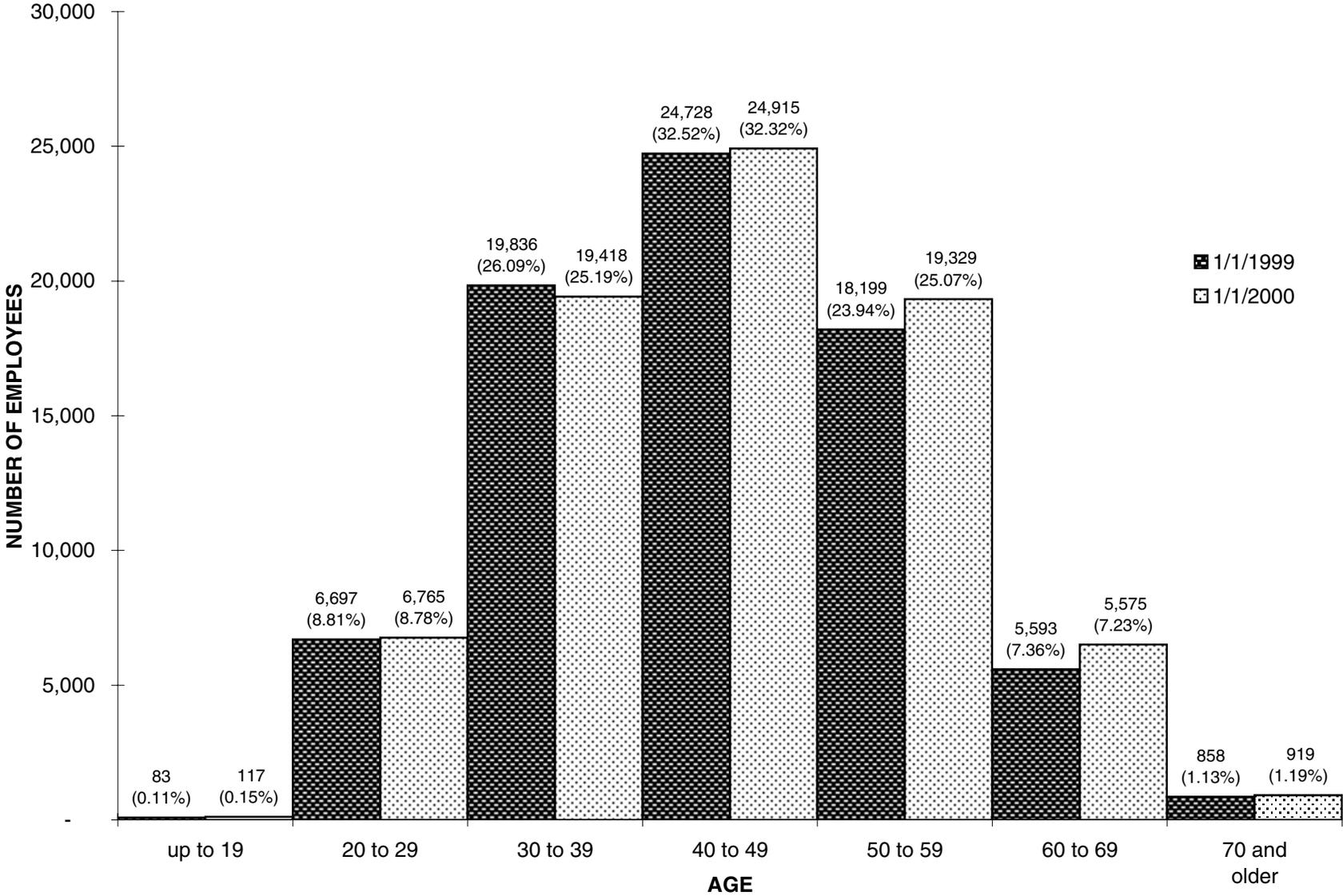
We also present similar statistics for hiring activity in State Government. The overall number of hires during the last ten fiscal years is presented on Page 16, and the average salary for full-time employees hired during the same period is graphically represented on Page 17. The lowest number of hires and the highest average salary for new hires occurred in FY1993. The most recent information shows that while hiring was up each consecutive year since FY1996, the average salary of individuals hired decreased every year since FY1995. The most significant increases in hiring occurred in the Department of Law and Public Safety (clerical, legal and investigation titles) and in the Department of Corrections (inmate custody and clerical titles).

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE
JANUARY 1, 2000 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/1/1999, 76,031; as of 1/1/2000, 77,091).

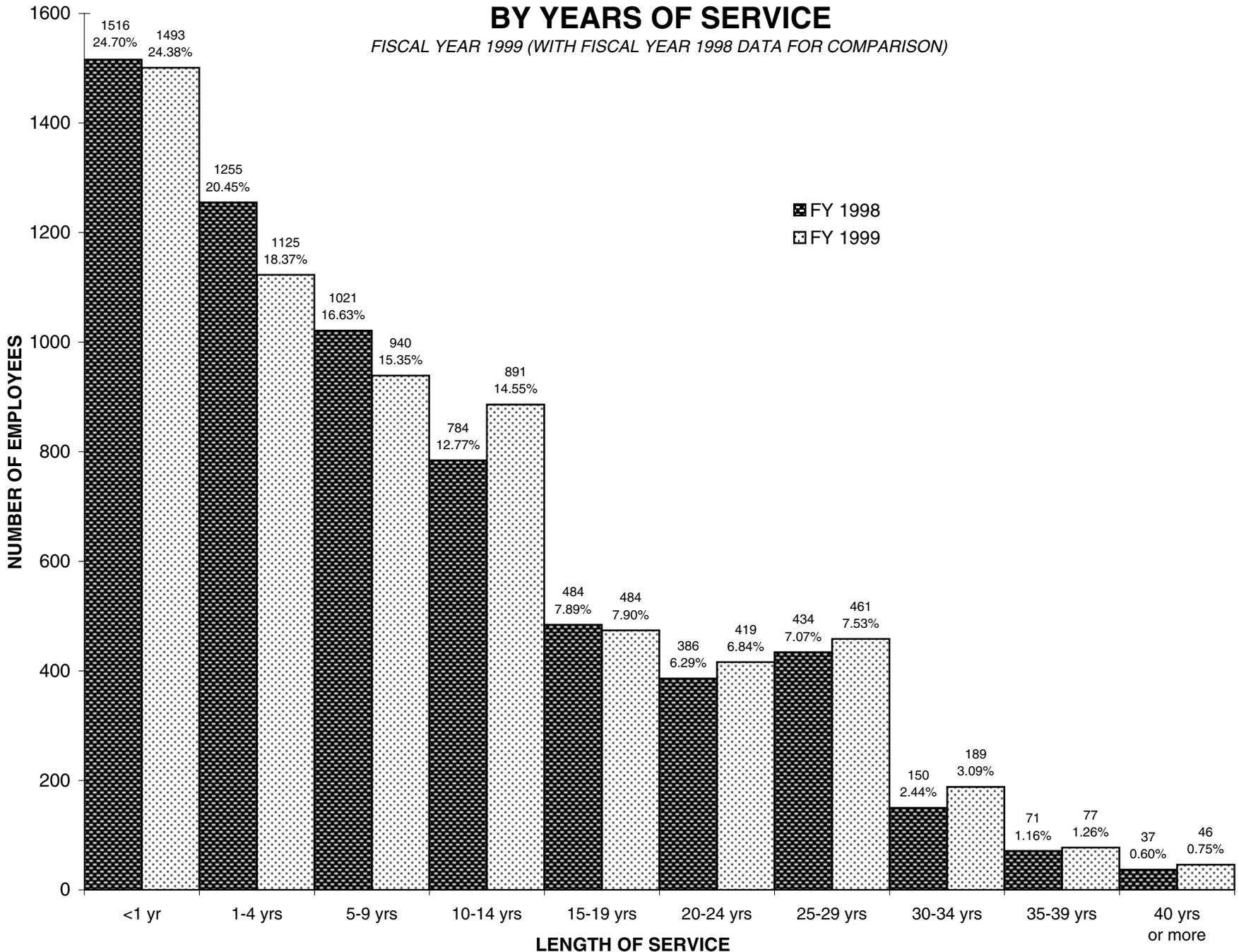
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE
JANUARY 1, 2000 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/1/1999, 76,031; as of 1/1/2000, 77,091).

STATE OF NEW JERSEY
SEPARATIONS OF FULL-TIME STATE GOVERNMENT EMPLOYEES
BY YEARS OF SERVICE

FISCAL YEAR 1999 (WITH FISCAL YEAR 1998 DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.

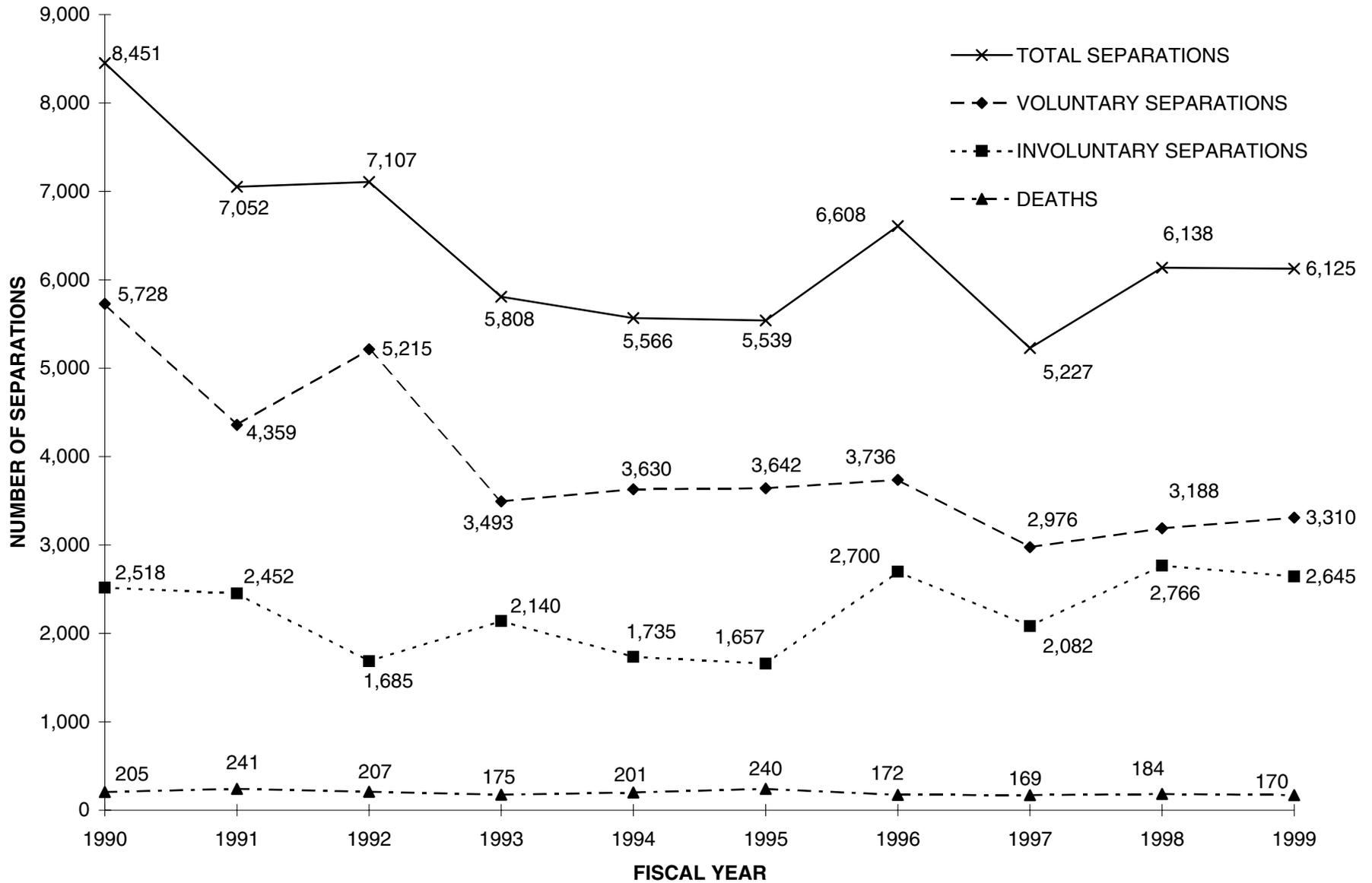
Percentages refer to the number of separations of State Government employees (during FY1998, 6,138; during FY1999, 6,125).

**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1960 - FY1999**

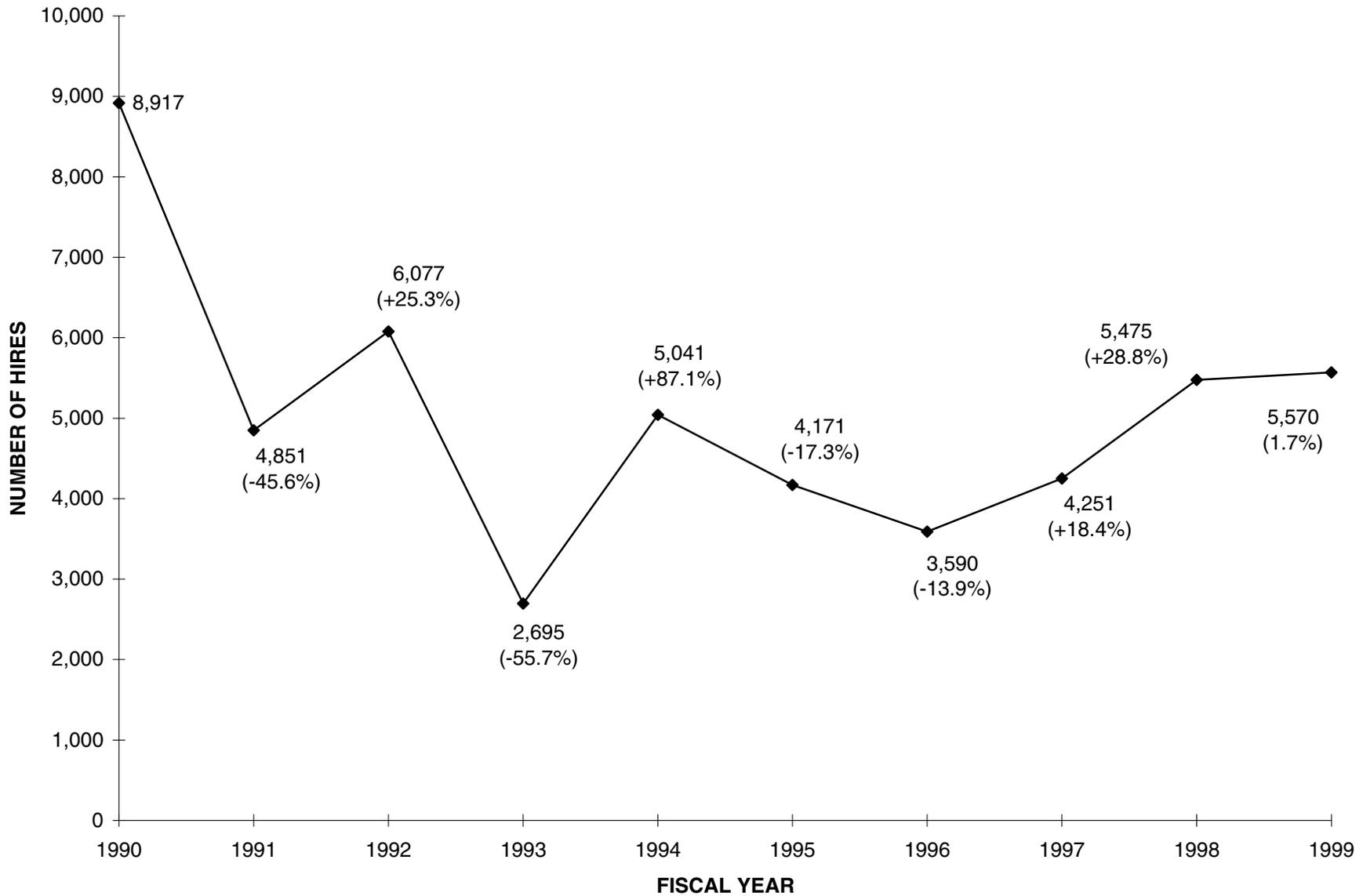
Fiscal Year	VOLUNTARY SEPARATIONS					INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Retired	Total Voluntary	Percent Voluntary	Terminated*	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
60	3,963		327	4,290	84%	681	24	705	14%	136	5,131	27,255	18.8%
61	3,876	256	251	4,383	85%	586	43	629	12%	147	5,159	28,363	18.2%
62	3,473	228	243	3,944	83%	599	64	663	14%	160	4,767	29,215	16.3%
63	2,790	190	299	3,279	81%	555	9	564	14%	198	4,041	29,342	13.8%
64	2,525	258	187	2,970	94%	0	3	3	0%	171	3,144	30,319	10.4%
65	2,700	206	704	3,610	83%	590	2	592	14%	169	4,371	31,334	13.9%
66	3,918	339	144	4,401	85%	612	1	613	12%	171	5,185	33,801	15.3%
67	5,004	396	376	5,776	88%	604	3	607	9%	187	6,570	37,528	17.5%
68	4,577	540	453	5,570	88%	588	0	588	9%	184	6,342	36,043	17.6%
69	5,464	735	431	6,630	89%	572	11	583	8%	203	7,416	39,939	18.6%
70	6,099	741	496	7,336	90%	576	26	602	7%	221	8,159	40,853	20.0%
71	5,083	616	642	6,341	89%	592	27	619	9%	202	7,162	43,450	16.5%
72	3,937	673	769	5,379	86%	620	6	626	10%	246	6,251	45,750	13.7%
73	5,134	746	825	6,705	89%	647	11	658	9%	194	7,557	48,920	15.4%
74	4,804	679	1,005	6,488	88%	685	22	707	10%	190	7,385	53,280	13.9%
75	4,105	542	908	5,555	85%	687	142	829	13%	181	6,565	53,453	12.3%
76	4,103	541	917	5,561	83%	798	129	927	14%	182	6,670	55,713	12.0%
77	3,637	524	910	5,071	80%	852	199	1,051	17%	180	6,302	55,740	11.3%
78	3,495	639	1,018	5,152	83%	860	1	861	14%	176	6,189	58,330	10.6%
79	3,877	906	869	5,652	84%	879	30	909	14%	156	6,717	61,032	11.0%
80	3,809	881	809	5,499	85%	844	8	852	13%	145	6,496	63,200	10.3%
81	4,706	857	1,109	6,672	85%	979	16	995	13%	183	7,850	65,680	12.0%
82	4,853	740	1,063	6,656	83%	1,058	122	1,180	15%	175	8,011	65,789	12.2%
83	3,371	535	1,254	5,160	77%	1,022	292	1,314	20%	197	6,671	66,384	10.0%
84	3,550	482	1,220	5,252	82%	909	24	933	15%	189	6,374	66,187	9.6%
85	4,129	495	1,180	5,804	82%	899	214	1,113	16%	191	7,108	68,551	10.4%
86	4,694	511	1,205	6,410	85%	914	32	946	13%	190	7,546	70,849	10.7%
90	4,117	488	1,123	5,728	68%	2,504	14	2,518	30%	205	8,451	72,933	11.6%
91	2,748	361	1,250	4,359	62%	2,213	239	2,452	35%	241	7,052	78,362	9.0%
92	1,986	258	2,971	5,215	73%	1,454	231	1,685	24%	207	7,107	76,444	9.3%
93	1,644	224	1,625	3,493	60%	1,174	966	2,140	37%	175	5,808	75,956	7.6%
94	1,646	268	1,716	3,630	65%	1,729	6	1,735	31%	201	5,566	73,462	7.6%
95	2,007	376	1,259	3,642	66%	1,525	132	1,657	30%	240	5,539	73,034	7.6%
96	1,921	279	1,536	3,736	57%	1,739	961	2,700	41%	172	6,608	79,662	8.3%
97	1,311	160	1,505	2,976	57%	1,755	327	2,082	40%	169	5,227	76,743	6.8%
98	1,316	137	1,735	3,188	52%	2,373	393	2,766	45%	184	6,138	73,315	8.4%
99	1,309	156	1,845	3,310	54%	2,441	204	2,645	43%	170	6,125	76,889	8.0%

*Terminations include some layoffs of employees without permanent Civil Service status.
Data provided by the Department of Personnel from separation reports (1960-1987) and automated personnel files (1987-1999).

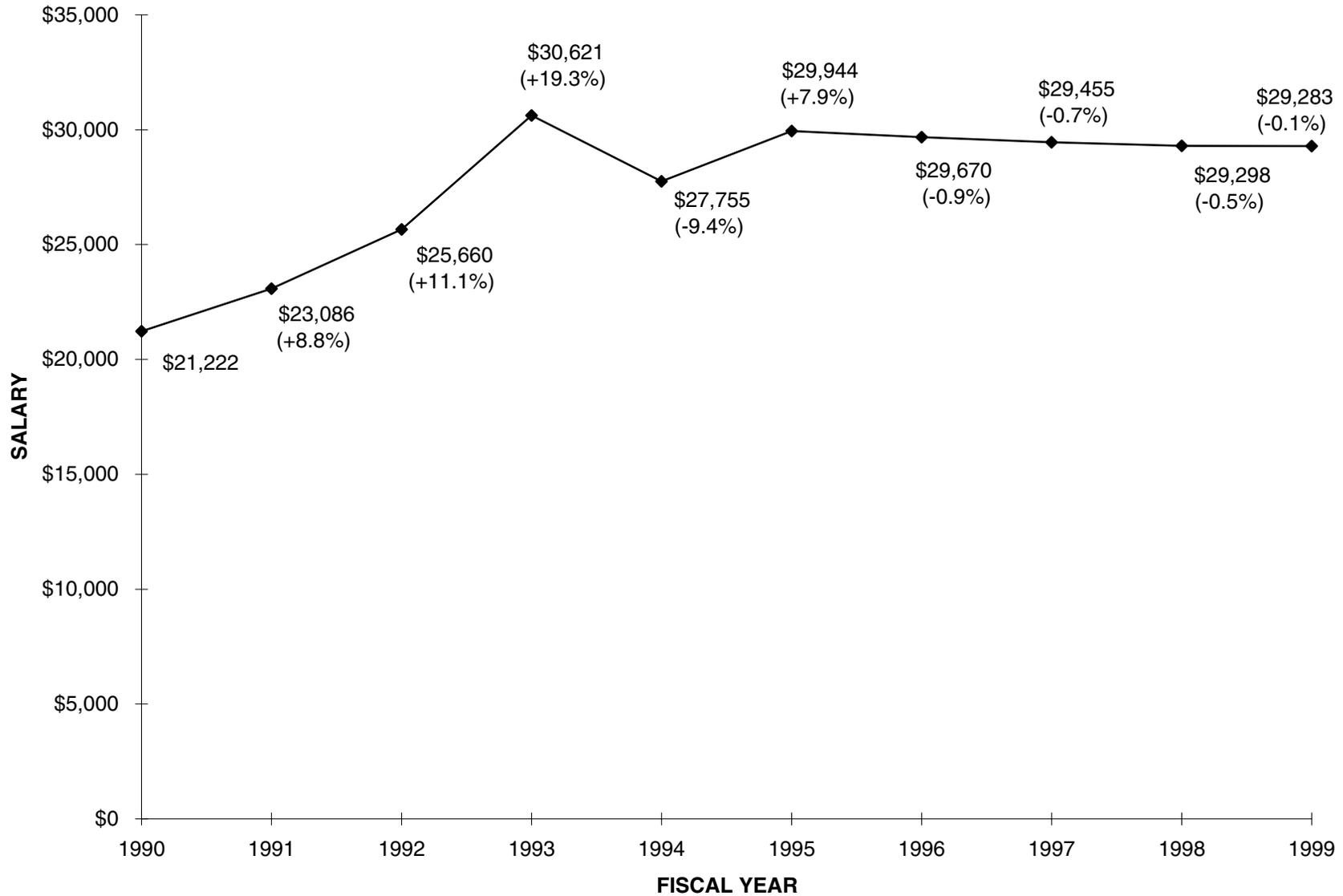
STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1990 - FY1999



STATE OF NEW JERSEY
HIRING BY STATE GOVERNMENT FY1990 - FY1999



STATE OF NEW JERSEY
AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT
 FY1990 THROUGH FY1999



STATE OF NEW JERSEY
EDUCATION, LOCATION AND OCCUPATIONAL DATA
FOR STATE GOVERNMENT EMPLOYEES

INTRODUCTION

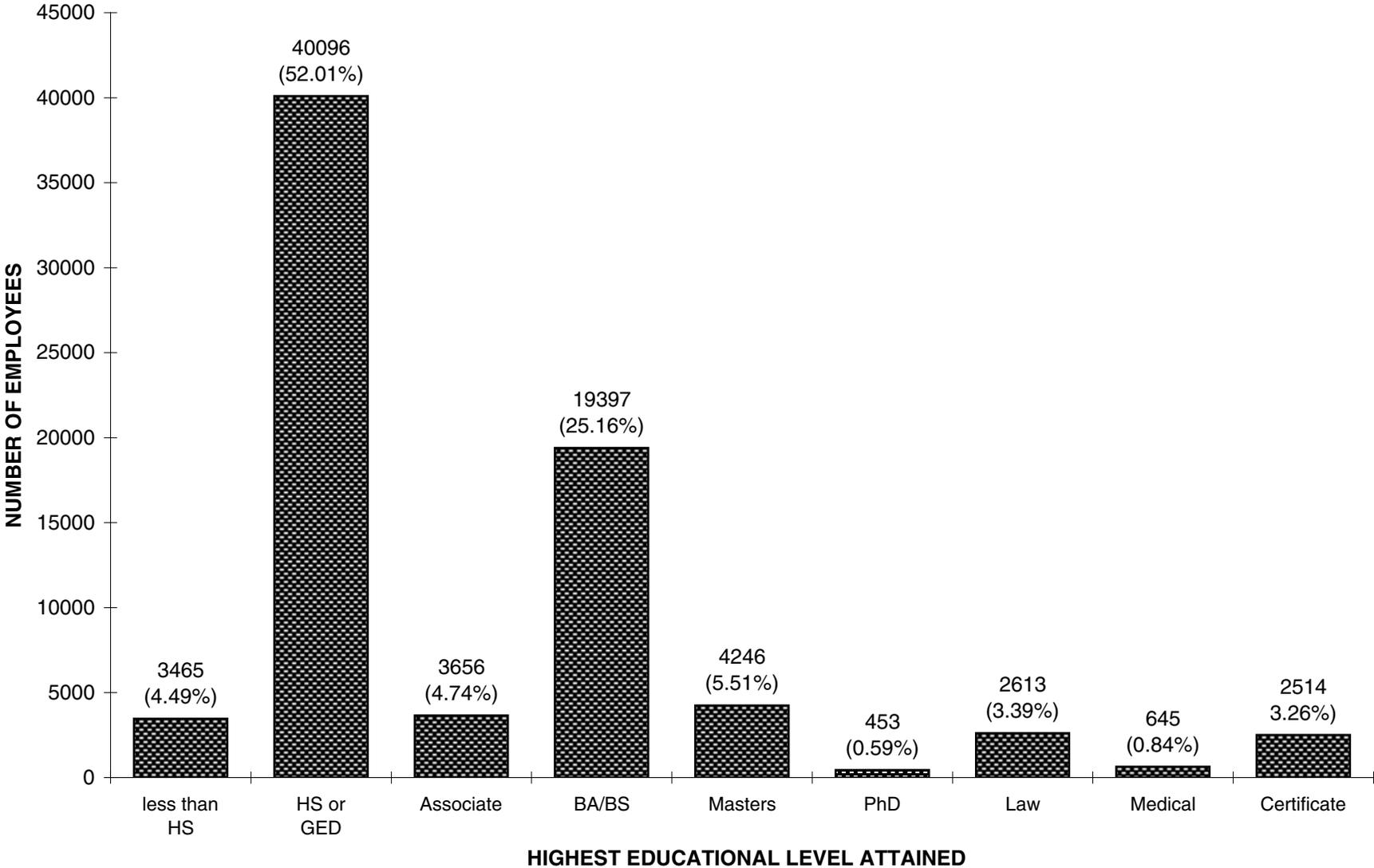
The table on Page 19 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 19,397 employees, the true number of employees with a Bachelor's degree (or equivalent) is 27,345 (over 35% of the workforce). This is because people with Master's, Ph.D., Law, or Medical degrees also have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and so may understate education credentials of some employees who continued their education since being hired.

Our analysis of State Government employees by work location (Page 20) shows over a third of these employees located in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the proportion of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., liason officers to the Federal Government.

Page 21 presents a pie chart showing the breakdown of the entire State Government workforce by occupational groups. The table on Page 22 shows the various occupations in each group and a breakdown of occupations by branch of government. The titles of State Government employees are categorized according to the Occupational Code Directory developed by the Department of Personnel's Division of Human Resource Management. This taxonomy groups employees by the type of work performed, and, at the level of analysis developed for this Profile, does not consider the employee's level in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES
BY HIGHEST LEVEL OF EDUCATION RECORDED

JANUARY 1, 2000

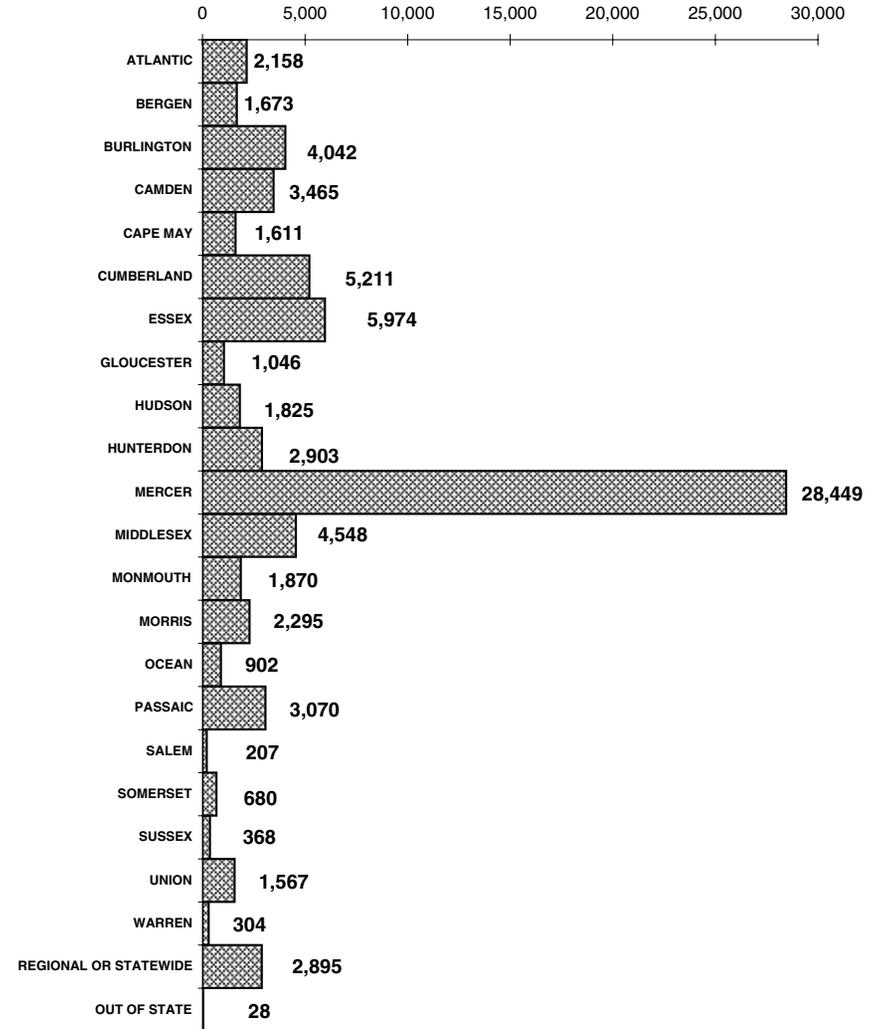


Percentages refer to the total State Government workforce (as of 1/1/2000, 77,091).

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES
BY WORK LOCATION

JANUARY 1, 2000

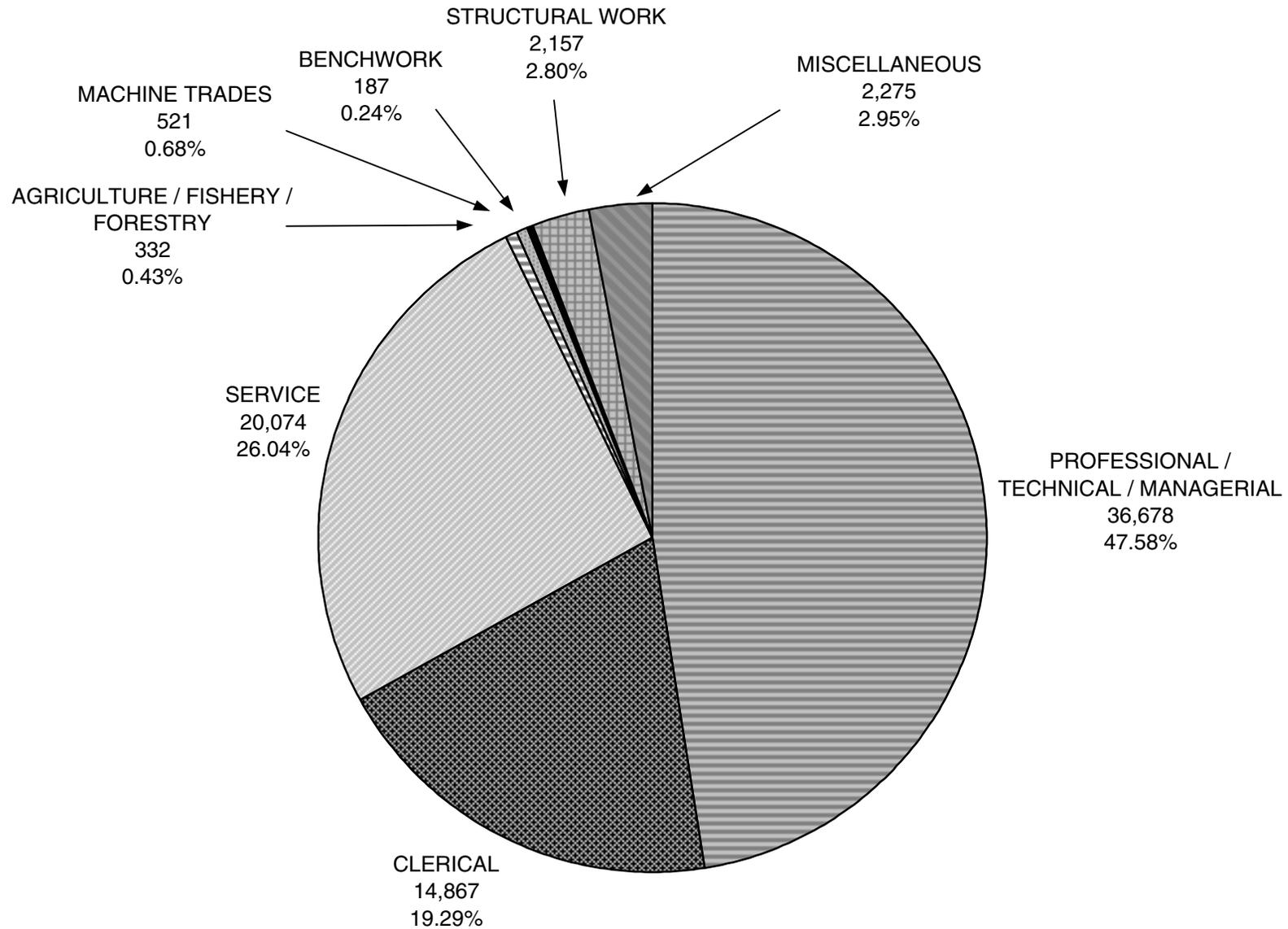
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	2,158	2.80%
BERGEN	1,673	2.17%
BURLINGTON	4,042	5.24%
CAMDEN	3,465	4.49%
CAPE MAY	1,611	2.09%
CUMBERLAND	5,211	6.76%
ESSEX	5,974	7.75%
GLOUCESTER	1,046	1.36%
HUDSON	1,825	2.37%
HUNTERDON	2,903	3.77%
MERCER	28,449	36.90%
MIDDLESEX	4,548	5.90%
MONMOUTH	1,870	2.43%
MORRIS	2,295	2.98%
OCEAN	902	1.17%
PASSAIC	3,070	3.98%
SALEM	207	0.27%
SOMERSET	680	0.88%
SUSSEX	368	0.48%
UNION	1,567	2.03%
WARREN	304	0.39%
REGIONAL OR STATEWIDE	2,895	3.76%
OUT OF STATE		
CALIFORNIA	5	*
CONNECTICUT	3	*
MASSACHUSETTS	1	*
ILLINOIS	13	0.02%
NEW YORK	0	*
WASHINGTON, DC	6	*
TOTAL	77,091	100.00%



*Less than 0.01%.

Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL GROUP
 JANUARY 1, 2000



*Data provided by the Department of Personnel from automated personnel files.
 Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.
 Percentages refer to the total State Government workforce as of 1/1/2000: 77,091.*

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION

JANUARY 1, 2000

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	STATE COLLEGES	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying / Engineering (other than	1,224	0	0	2	1,226
	01 Environmental Engineering / Architecture	267	0	0	1	268
	02 Physical Sciences / Statistics	1,449	0	0	4	1,453
	04 Life Sciences	247	0	0	11	258
	05 Community Development / Social Sciences	503	0	0	0	503
	06 Social & Psychological Services	4,694	1,707	0	0	6,401
	07 Medical and Health Services	3,287	0	0	17	3,304
	09 Education	2,192	0	3	277	2,472
	10 Museum, Library & Archival Sciences	149	12	3	191	355
	11 Law	1,678	950	109	0	2,737
	12 Information Processing	2,074	225	27	74	2,400
	13 Writing	191	26	32	2	251
	14 Art	37	0	0	7	44
	15 Finance	2,138	57	101	66	2,362
	16 Administration	7,527	1,530	109	81	9,247
	17 Inspections / Investigation	2,679	469	6	1	3,155
	18 Recreation	104	0	0	2	106
	19 Public Broadcasting	117	0	0	19	136
	CLERICAL	20 Stenography, Typing & Filing	8,003	3,672	72	1,249
21 Computing & Account Recording		567	140	6	125	838
22 Stock, Storage, & Inventory		315	0	1	36	352
24 Information & Message Distribution		629	0	4	48	681
SERVICE	30 Building / Institution / Facility Services	1,145	1	0	566	1,712
	31 Food / Beverage Preparation/Services	1,115	0	0	23	1,138
	33 Barbering / Cosmetology	17	0	0	0	17
	35 Direct Care / Personal & Health Services	6,215	0	0	10	6,225
	36 Protective Services	10,684	0	13	285	10,982
AGRICULTURE / FISHERY / FORESTRY	40 Planting / Gardening	126	0	0	118	244
	41 Animal Farming	75	0	0	0	75
	43 Forestry	13	0	0	0	13
MACHINE TRADES	60 Machinery Repair	383	0	0	35	418
	65 Printing	72	11	0	20	103
BENCHWORK	70 Medical / Scientific Repair	9	0	0	2	11
	72 Electrical Repair	174	0	0	2	176
STRUCTURAL WORK	80 Skilled Trades	452	0	0	179	631
	81 Infrastructure Repair/Maintenance	1,386	0	2	138	1,526
MISCELLANEOUS	90 Transporting	538	0	0	20	558
	91 Utilities Production/Distribution	181	0	0	64	245
	92 Multiple Groups	1,055	410	1	0	1,466
	94 Not Coded Elsewhere	0	6	0	0	6
TOTAL		63,711	9,216	489	3,675	77,091

Data provided by the Department of Personnel from automated personnel files.

Classification system provided by the Division of Human Resource Management's Occupational Code Dictionary.

STATE OF NEW JERSEY
SALARY DATA FOR STATE GOVERNMENT WORKFORCE

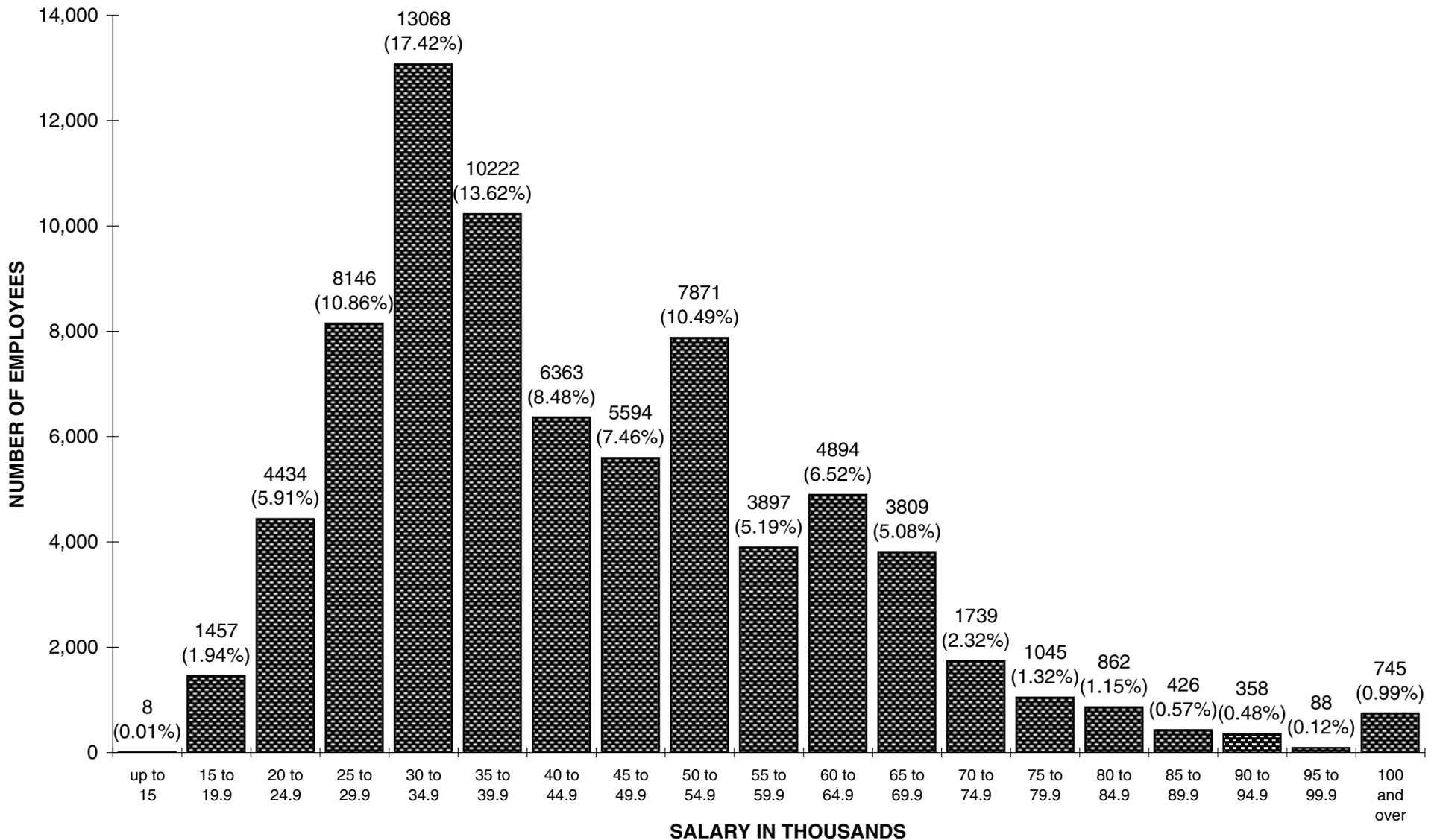
INTRODUCTION

We are continuing to expand our reporting of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$44,422) account for over 57 percent of the full-time State Government workforce. The median salary is \$40,107. (See Page 4 for a discussion of the computation and significance of average and median salaries.) Additional information on salaries is included on Page 7 (by agency), and on Pages 44 and 45 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on the next page. We have retained the grouping by \$5,000 salary bands from last year's chart to maintain consistency and aid interpretation. The employees earning between \$30,000 and \$34,999 outnumber those whose earnings fall into any other \$5,000 salary interval, and employees earning from \$25,000 to \$39,999 account for about 42% of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for the past five years on Page 25. In addition to labeling each point on the curve with average annual salary, we have computed the percentage change over the previous year.

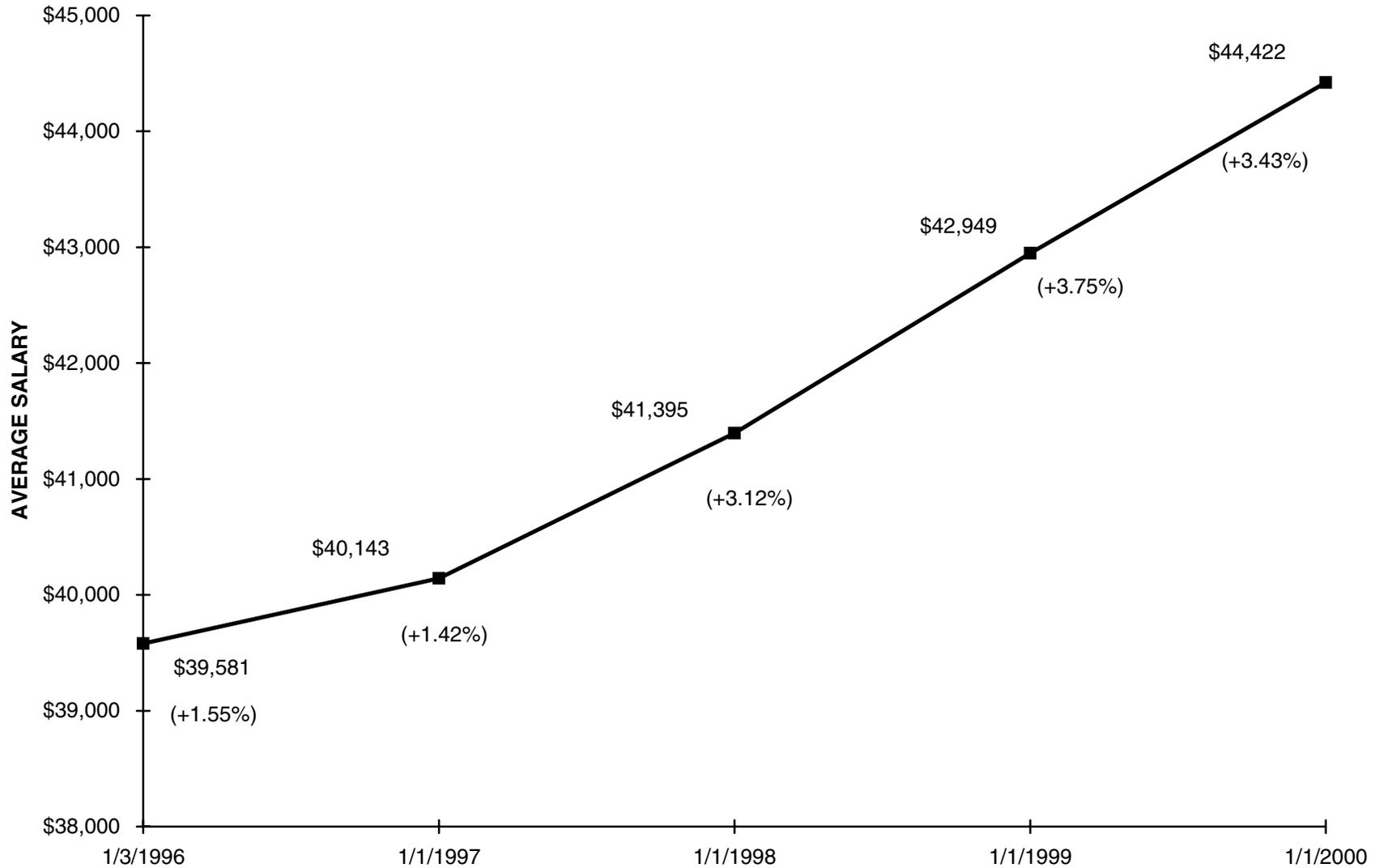
Since 1995, we have excluded *per diem* employees from any analysis of average annual salaries. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Merit System Board, County Boards of Taxation, and the Labor Department's Board of Mediation, to name a few examples. These employees typically have compensation based on attendance at meetings which are held intermittently, but are nonetheless categorized as "full-time" employees in the Department of Personnel's automated files.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
JANUARY 1, 2000



Number and percentages reflect full-time employees; exclude Board and Commission members (see text, Page 23). (As of 1/1/2000, 75,026).

STATE OF NEW JERSEY
FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES
1996 through 2000



STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: HISTORICAL DATA

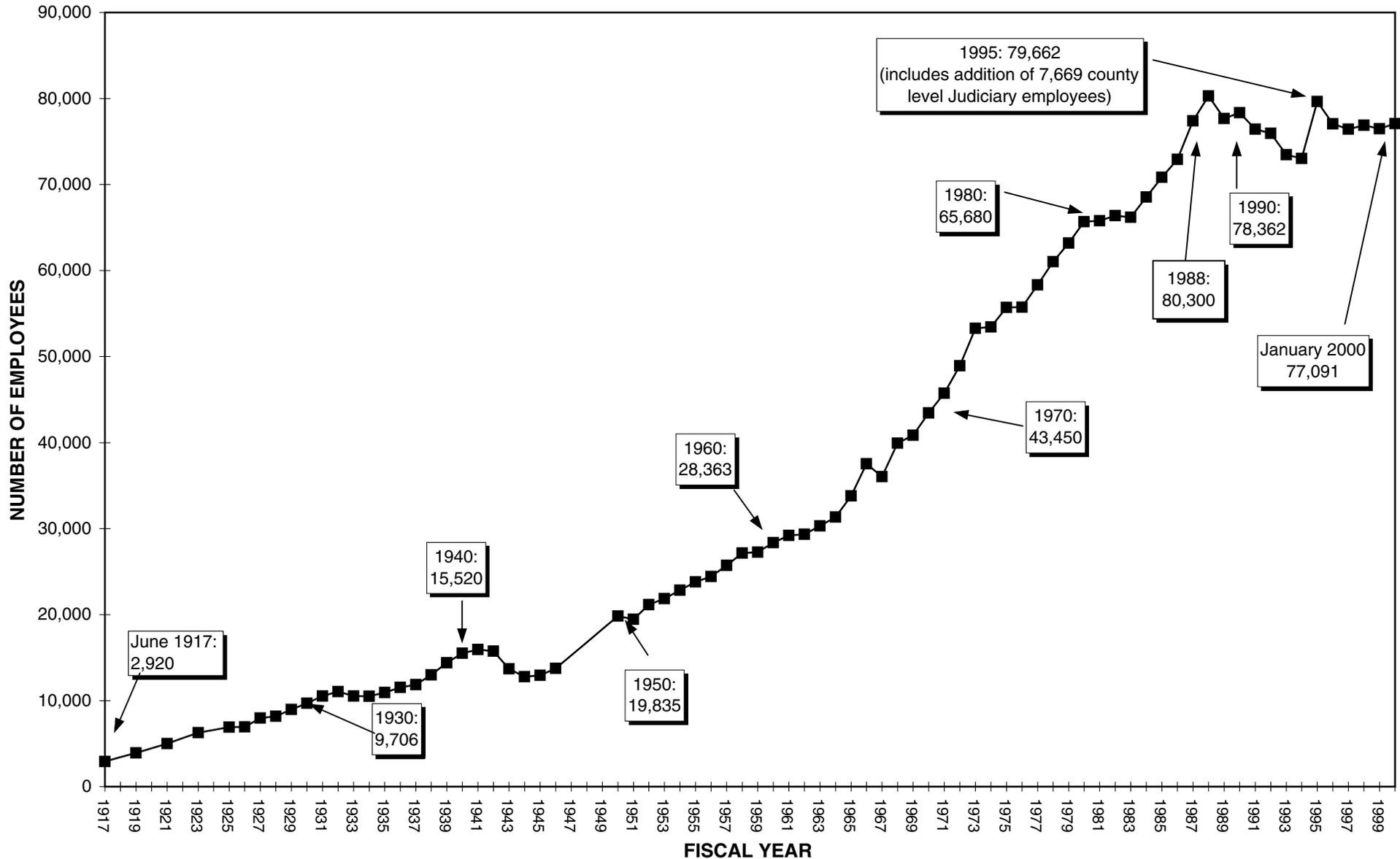
INTRODUCTION

The following page presents a chart showing the size of the State Government workforce from 1917 to the present (data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949). We have labeled the initial point, every point that represents a new decade, and the most recent point. Various Commissions and Authorities were included as a separate category in reports for all years up to 1993. At present, counts for members of Commissions and Authorities of agencies that the Statutes place “in but not of” the Executive Departments are consolidated with employee counts for the various Departments, or are reported as “Other Government Employment” on Page 9. We present a more detailed look at the workforce during the 1980s and 1990s on Page 28. This chart excludes various Commissions and Authorities that are reported as “Other Government Employment” on Page 9 after FY93, and all data points are labeled with employee counts. We also indicate where significant changes occurred in the structure of State Government and affected the size of the workforce.

We follow with an analysis of the change in the size of the workforce from year to year. Page 29 is based on the data from Page 27, and shows every year’s change in the number of employees from the previous year. The years when the workforce grew the most rapidly have the tallest columns; years when the workforce declined in number have columns extending below the baseline. We provide a closer look for 1980 to 1999 on Page 30, which is based on data from Page 28. In this chart, we have labeled all of the columns with the change in number of employees as well as the percentage change from the previous year.

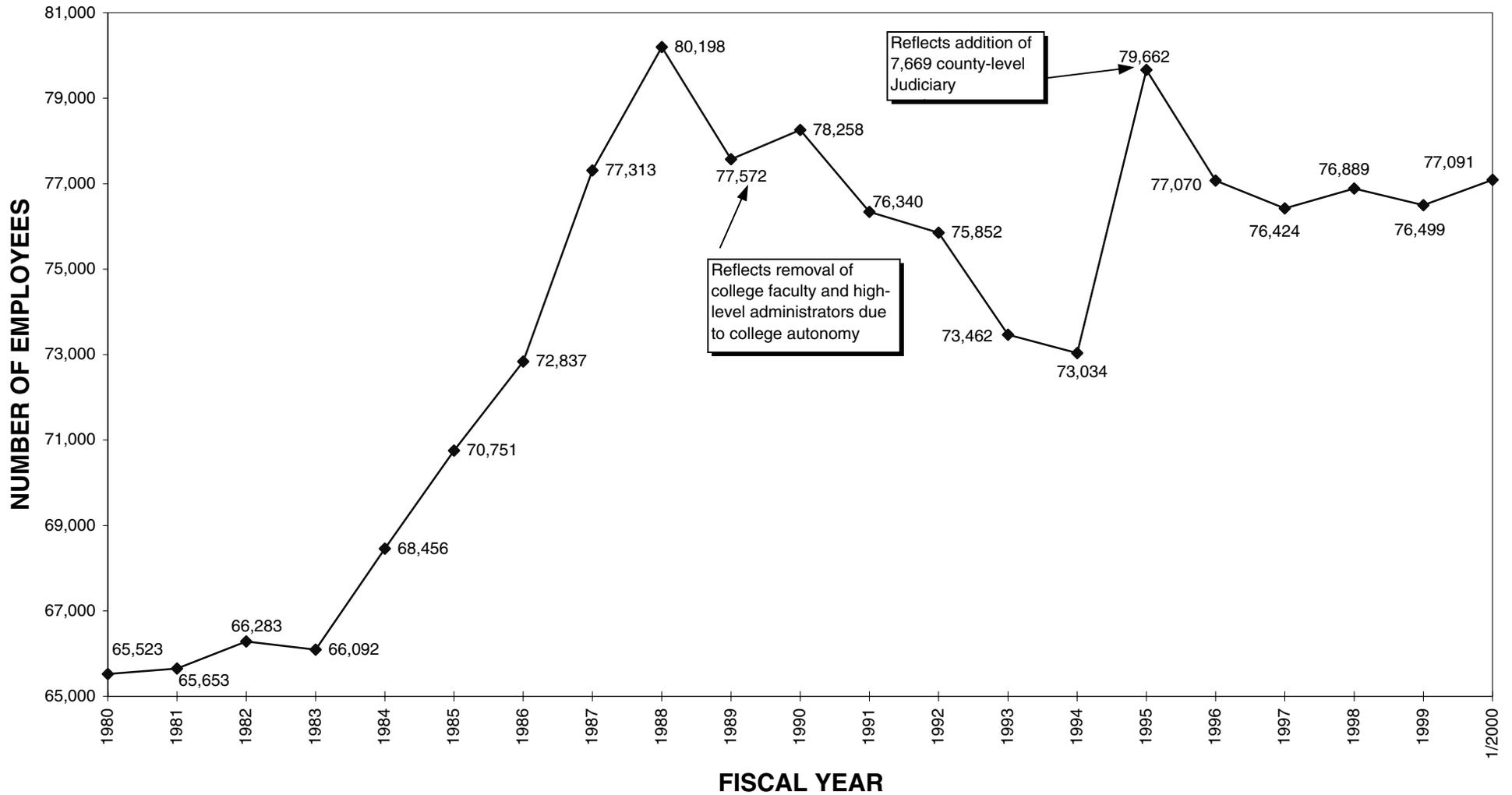
Pages 31 through 34 present data for the different agencies from 1960 to the present in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile, although overall totals remain the same. In such cases, or where State Government structure was modified, we have added footnotes to comment on major changes in employee counts. Most of the agencies that the statutes place “in but not of” various Departments are included in the figures for those Departments; the larger “in but not of” agencies are identified on the same line where we report the data for each Department with which they are associated. All figures are from close of each fiscal year, so that changes in the workforce since July of 1999 are not reflected in the table.

STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1917 - JANUARY 2000



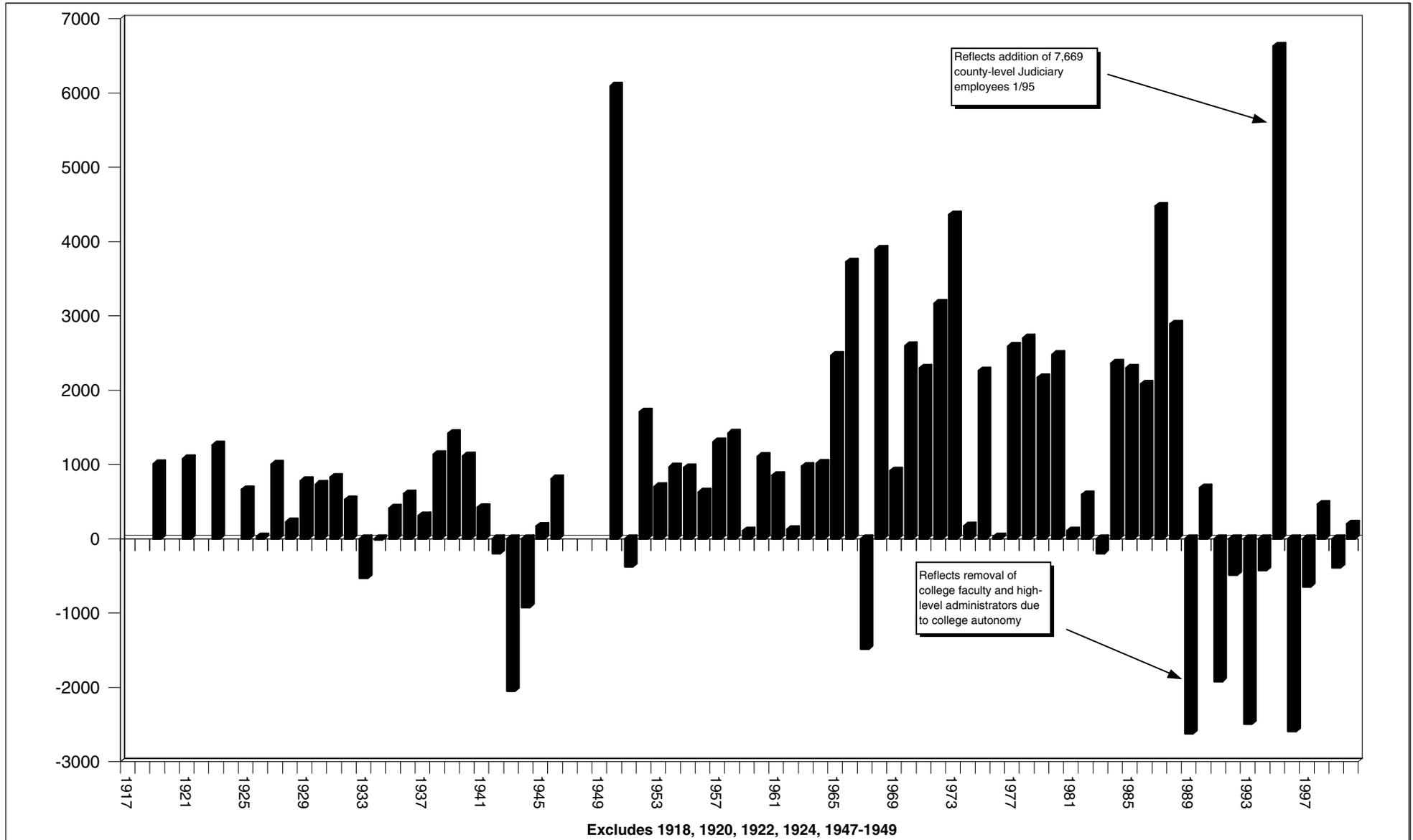
Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2000). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2000



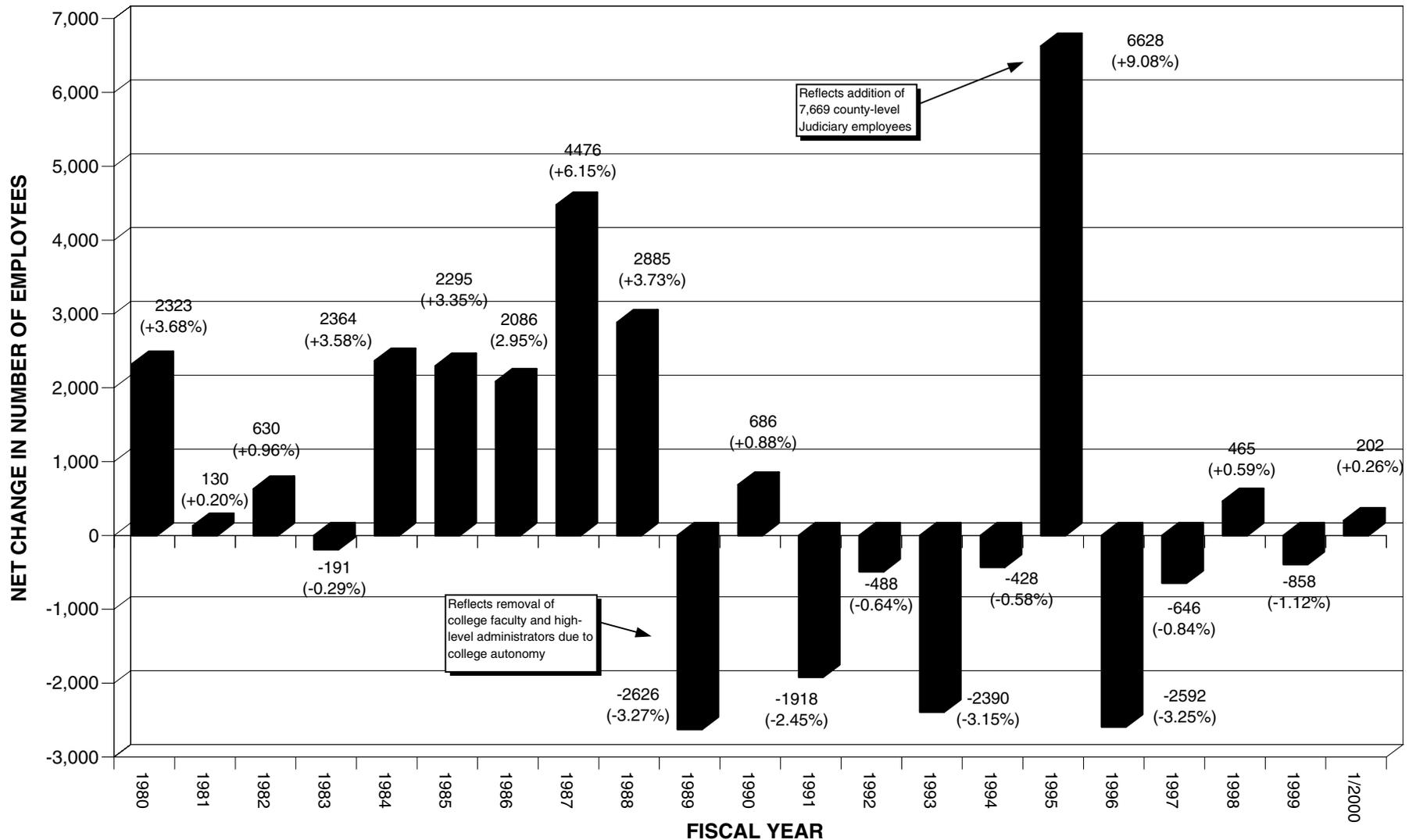
Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2000). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1917 - 1999
 (and first 6 months of FY 2000)



Data provided by the Dept. of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2000). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1980-1999
 (and first 6 months of FY 2000)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2000). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY

1960 through 1969

STATE AGENCY	Jun-60	Jun-61	Jun-62	Jun-63	Jun-64	Jun-65	Jun-66	Jun-67	Jun-68	Jun-69
AGRICULTURE	225	229	230	200	217	208	230	244	259	269
BANKING & INSURANCE	261	276	280	280	277	287	288	274	283	268
COMMUNITY AFFAIRS								358	399	367
CONSERVATION/ECONOMIC DEVELOPMENT	1,270	1,292	1,329	1,341	1,303	1,299	1,458	1,382	1,409	1,044
ECONOMIC OPPORTUNITY							160			
EDUCATION	1,753	2,001	2,056	2,374	2,533	2,860	3,778	980 1	1,077	1,108
EXECUTIVE/GOVERNOR'S OFFICE	25	23	24	23	26	27	37	36	36	53
HEALTH	540	582	560	610	679	754	760	793	882	941
HIGHER EDUCATION								2,609 1	2,969	3,541
INSTITUTIONS & AGENCIES	11,416	11,392	11,277	11,581	11,829	12,868	14,675	13,385	15,103	15,456
JUDICIARY	234	246	257	262	276	313	346	355	506	530
LABOR	2,972	3,308	3,375	3,398	3,555	3,797	4,003	3,655	4,299	4,281
LAW & PUBLIC SAFETY	3,382	3,384	3,417	3,435	3,648	3,946	3,773	3,903	4,176	4,463
LEGISLATIVE STAFF	48	50	48	83	49	47	51	46	94	45
MILITARY & VETERANS AFFAIRS (DEFENSE)	278	284	293	297	299	306	300	303	308	308
PERSONNEL (CIVIL SERVICE)	203	209	210	221	222	242	251	250	285	300
PUBLIC UTILITIES (ENERGY)	121	116	120	120	116	117	117	131	133	141
STATE	70	72	74	85	88	98	105	91	96	113
HIGHWAY/TRANSPORTATION	3,830	3,953	4,010	4,200	4,324	4,556	4,922	4,937	5,146	5,141
TREASURY	1,568	1,628	1,628	1,668	1,717	1,784	2,091	2,134	2,334	2,416
VARIOUS COMMISSIONS AND AUTHORITIES	167	170	154	141	176	292	183	177	145	68

SUB-TOTALS BY BRANCH OF GOVERNMENT

EXECUTIVE	28,081	28,919	29,037	29,974	31,009	33,441	37,131	35,642	39,339	40,278
JUDICIAL	234	246	257	262	276	313	346	355	506	530
LEGISLATIVE	48	50	48	83	49	47	51	46	94	45

TOTALS	28,363	29,215	29,342	30,319	31,334	33,801	37,528	36,043	39,939	40,853
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1 - Reflects the creation of Department of Higher Education from Department of Education.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY

1970 through 1979

STATE AGENCY	Jun-70	Jun-71	Jun-72	Jun-73	Jun-74	Jun-75	Jun-76	Jun-77	Jun-78	Jun-79
AGRICULTURE	291	301	343	326	322	322	262	261	268	256
BANKING	275	118 2	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 1	4,024
EDUCATION	1,241	1,250	1,346	1,415	1,437	1,552	1,504	1,535	1,650	1,598
ENVIRONMENTAL PROTECTION	1,027	1,219	1,383	1,427	1,477	1,546	1,646	1,779	1,926	2,033
EXECUTIVE/GOVERNOR'S OFFICE	55	53	67	156	168	39	35	43	53	67
HEALTH	1,004	794	1,094	1,118	1,147	1,249	1,200	1,266	1,354	1,483
HIGHER EDUCATION	4,235	4,460	5,117	6,472	6,482	6,723	6,481	6,769	6,989	6,470
INSTITUTIONS & AGENCIES/HUMAN SERVICES	16,449	17,377	18,263	20,227	20,195	20,393	20,769	21,532	18,805 1	20,711
INSURANCE		191 2	186	198	193	209	217	219	221	225
JUDICIARY	539	574	622	758	775	827	809	857	928	1,148
LABOR	4,308	4,745	5,116	5,086	5,016	5,339	5,488	5,623	5,636	5,394
LAW & PUBLIC SAFETY	4,750	4,955	5,396	5,715	5,755	6,060	5,908	6,299	6,720	6,854
LEGISLATIVE STAFF	132	47	93	140	169	266	262	281	279	293
MILITARY & VETERANS AFFAIRS (DEFENSE)	302	305	340	340	349	325	304	272	274	327
PERSONNEL (CIVIL SERVICE)	304	323	325	405	407	433	455	495	506	543
PUBLIC ADVOCATE						634	647	687	616	711
PUBLIC BROADCASTING						114	109	128	174	178
PUBLIC UTILITIES (ENERGY)	164	244	255	291	297	211	223	263	319	301
STATE	107	117	127	97	101	114	113	121	123	218
TRANSPORTATION	5,283	5,344	5,207	5,304	5,343	5,424	5,346	5,549	5,618	5,724
TREASURY	2,446	2,695	2,843	3,048	3,025	3,122	3,160	3,551	3,632	3,782
VARIOUS COMMISSIONS AND AUTHORITIES	140	241	235	165	190	168	172	163	167	159

SUB-TOTALS BY BRANCH OF GOVERNMENT

EXECUTIVE	42,779	45,129	48,205	52,382	52,509	54,620	54,669	57,192	59,825	61,759
JUDICIAL	539	574	622	758	775	827	809	857	928	1,148
LEGISLATIVE	132	47	93	140	169	266	262	281	279	293
TOTALS	43,450	45,750	48,920	53,280	53,453	55,713	55,740	58,330	61,032	63,200

1 - Reflects creation of Department of Corrections and Department of Human Services from Institutions and Agencies.

2 - Reflects creation of Department of Insurance from Banking & Insurance.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY

1980 through 1989

STATE AGENCY	Jun-80	Jun-81	Jun-82	Jun-83	Jun-84	Jun-85	Jun-86	Jun-87	Jun-88	Jun-89
AGRICULTURE	266	271	271	244	244	256	256	263	275	258
BANKING	152	156	153	137	127	128	133	143	144	144
COMMERCE/ECONOMIC DEVELOPMENT			81	89	97	110	118	195	276	269
COMMUNITY AFFAIRS	643	608	719	702	710	758	845	940	1,018	1,010
CORRECTIONS	4,219	4,266	4,656	5,663	6,443	6,846	7,251	7,830	8,670	9,063
EDUCATION	1,646	1,616	1,726	1,557	1,437	1,435	1,385	1,397	1,404	1,402
ENVIRONMENTAL PROTECTION	2,104	2,100	2,311	2,124	2,226	2,486	2,704	3,062	3,401	3,537
EXECUTIVE/GOVERNOR'S OFFICE	63	60	69	83	113	126	133	151	156	197
HEALTH	1,512	1,489	1,504	1,418	1,438	1,326	1,448	1,521	1,610	1,710
HIGHER EDUCATION	7,034	6,913	7,003	6,739	6,760	6,895	6,851	7,070	7,377	3,619 ¹
HUMAN SERVICES	21,243	21,636	21,487	21,766	22,212	22,401	23,002	24,087	24,067	23,879
INSURANCE	242	243	235	231	242	264	302	325	358	413
JUDICIARY	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LABOR	5,768	5,592	4,793	4,527	4,528	4,790	4,645	4,483	4,175	3,955
LAW & PUBLIC SAFETY	7,181	7,000	7,274	7,083	7,372	7,460	7,692	8,609	9,594	9,798
LEGISLATIVE STAFF	297	306	348	393	409	433	475	502	565	530
MILITARY & VETERANS AFFAIRS (DEFENSE)	299	296	302	318	335	338	335	362	366	1,412 ²
PERSONNEL (CIVIL SERVICE)	567	560	524	504	499	493	496	503 ³	560	559
PUBLIC ADVOCATE	731	770	778	762	856	904	928	948	992	1,019
PUBLIC BROADCASTING	167	170	169	162	169	170	175	193	241	228
PUBLIC UTILITIES (ENERGY)	320	328	328	329	418	457	479	413	376	361
STATE	251	272	263	352	486	488	494	515	537	518
TRANSPORTATION	5,682	5,634	5,597	5,322	5,380	5,242	5,463	5,629	5,646	5,536
TREASURY	3,964	4,189	4,451	4,392	4,636	5,491	5,700	6,579	6,788	6,464
VARIOUS COMMISSIONS AND AUTHORITIES	157	136	101	95	95	98	96	97	102	104
SUB-TOTALS BY BRANCH OF GOVERNMENT										
EXECUTIVE	64,211	64,305	64,795	64,599	66,823	68,962	70,931	75,315	78,133	75,455
JUDICIAL	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LEGISLATIVE	297	306	348	393	409	433	475	502	565	530
TOTALS	65,680	65,789	66,384	66,187	68,551	70,849	72,933	77,410	80,300	77,676

1 - College Autonomy - Removal of college unclassified employees from Personnel files.

2 - Reflects addition of Veteran hospitals from Human Services.

3 - Name changed from Department of Civil Service to Department of Personnel in September of 1986.

STATE OF NEW JERSEY EMPLOYMENT HISTORY

1990 through 1999

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98	Jun-99
AGRICULTURE	241	211	201	199	202	206	208	211	244	244
BANKING & INSURANCE	148	147	133	127	125	128	119	562 ⁸	591	481
COMMERCE/ECONOMIC DEVELOPMENT	181	158	149	117	109	107	111	111	121	
COMMUNITY AFFAIRS	1,048	1,034	1,017	992	951	970	973	893	921	1,014
CORRECTIONS (and State Parole Board)	10,089	10,024	10,175	9,739	8,974	9,069	8,970	9,145	9,818	9,747
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864	895
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906 ²	3,773 ²	3,764	3,557	3,394	3,152	3,134	3,217
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161	151
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876	1,949
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 ⁴				
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649
INSURANCE	438	494	517	537	519	518	492	0 ⁸		
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417	9,334			
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 ⁷	7,731 ⁹	8,036	8,539
LEGISLATIVE STAFF	532	524	488	482	485	473	476			
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439	1,518
PERSONNEL	523	479	642 ¹	655	626	599	484	461	431	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 ⁵				
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160
PUBLIC UTILITIES (ENERGY)	392	354	229 ²	255 ²	234	289	287	275	271	268
STATE (and associated autonomous agencies.)	501	470	442	434	428	1,278 ⁵	1,264	1,256	1,230	406 ¹⁰
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114 ⁷	5,537	5,813	5,111
TREASURY (and associated autonomous agencies.)	6,133	5,889	5,872	5,812	5,616	5,872	5,628	5,821	5,484	6,303 ¹⁰
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 ³						
SUB-TOTAL EXECUTIVE DEPARTMENTS	76,144	74,257	73,780	71,297	70,850	66,364	63,870	63,570	63,791	63,230
DISPLACED WORKER POOL							21	0	0	2
COLLEGES (Career Service only)						3,408	3,390	3,457	3,558	3,632
SUB-TOTALS BY BRANCH OF GOVERNMENT										
EXECUTIVE	76,144	74,257	73,780	71,297	70,850	69,772	67,260	67,027	67,349	66,864
JUDICIAL	1,686	1,663	1,688	1,683	1,699	9,417 ⁶	9,334	8,916	9,060	9,149
LEGISLATIVE	532	524	488	482	485	473	476	481	480	486
TOTALS	78,362	76,444	75,956	73,462	73,034	79,662	77,070	76,424	76,889	76,499

1 - Reflects the consolidation of State training & personnel management functions within the Department of Personnel.

2 - Employee counts for Public Utilities & Environmental Protection were combined during 1992 & 1993; separate counts for Public Utilities estimated from Centralized Payroll files.

3 - Various Commissions and Authorities now reported in "Other Government Employment" (see text, Page 26).

4 - Reflects elimination of the Department of Higher Education.

5 - Reflects elimination of the Department of Public Advocate and creation of Public Defender within the Department of State.

6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective 1/1/1995).

7 - Reflects transfer of Division of Motor Vehicles from Law & Public Safety to Transportation, closure of two agencies, and privatization of 23 Motor Vehicle agencies (effective 7/1/1995).

8 - Reflects merger of Department of Banking & Department of Insurance in July 1996.

9 - Includes Juvenile Justice Commission.

10 - Reflects the reassignment of the Office of the Public Defender from the Department of State to the Department of the Treasury.

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: ETHNIC AND GENDER DATA

INTRODUCTION

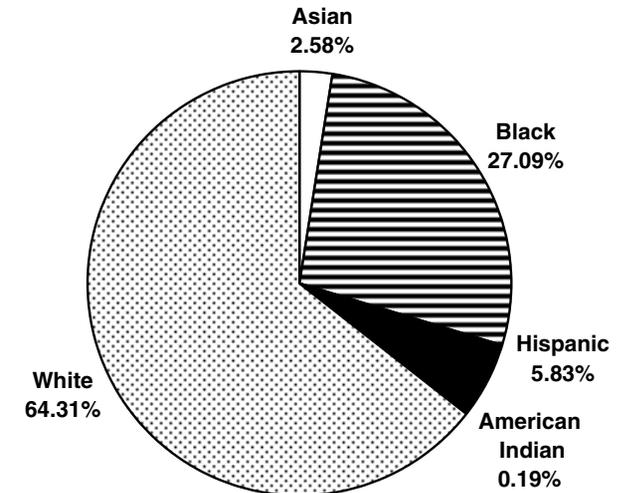
We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart that gives the overall ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. To the right side of the chart, there are three pie charts showing the ethnic distributions for males and females and the overall gender distribution in the State Government workforce. These pie charts are not meant to be proportional; the reader should draw no conclusions from the sizes of the pie charts themselves.

Pages 39 and 40 show historic trends for minorities (Asians, Blacks, Hispanics, or American Indians) and women, respectively. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974, and the dotted line shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) represents the number of minority or female employees in the full-time State Government workforce. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last twenty-five years, the increase in minorities is more dramatic. We chose different scales for each chart so that we would be able to display maximum detail, and it would not have been appropriate to chart the increases in minorities and women on the same chart since it would result in “double counting” of minority women.

STATE OF NEW JERSEY
ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY

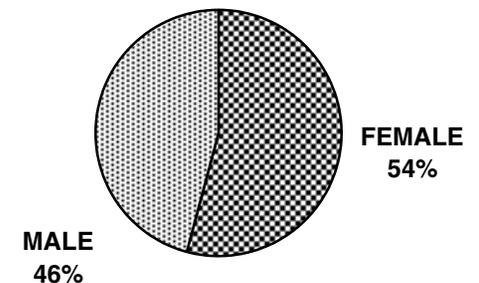
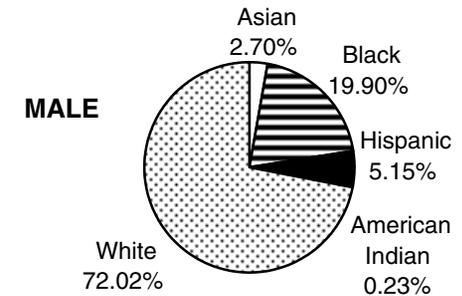
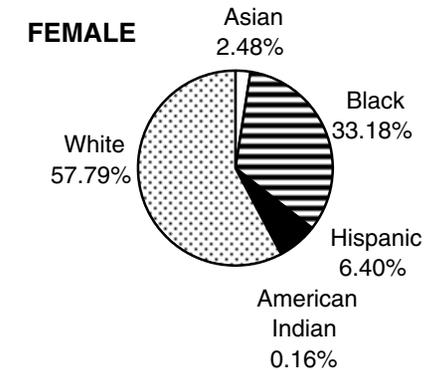
JANUARY 1, 2000

STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
AGRICULTURE	15	32	4	0	197	248
BANKING & INSURANCE	15	98	15	0	359	487
COMMUNITY AFFAIRS	20	226	57	1	734	1,038
CORRECTIONS	70	3,074	596	28	5,958	9,726
(Corrections)	(70)	(3,041)	(582)	(28)	(5,827)	(9,548)
(State Parole Board)	(0)	(33)	(14)	(0)	(131)	(178)
EDUCATION	19	144	21	1	692	877
ENVIRONMENTAL PROTECTION	136	244	58	11	2,833	3,282
GOVERNOR'S OFFICE	0	23	5	0	126	154
HEALTH & SENIOR SERVICES	99	407	75	4	1,408	1,993
HUMAN SERVICES	535	8,339	1,256	28	8,688	18,846
INFORMATION TECHNOLOGY	59	115	17	2	812	1,005
LABOR	94	1,008	361	6	2,612	4,081
LAW & PUBLIC SAFETY	111	1,522	389	25	6,531	8,578
(Law & Public Safety)	(101)	(942)	(306)	(22)	(5,716)	(7,087)
(Juvenile Justice)	(10)	(580)	(83)	(3)	(815)	(1,491)
MILITARY & VETERANS AFFAIRS	112	556	166	5	715	1,554
PERSONNEL	5	120	14	0	293	432
STATE	26	113	18	0	410	567
(State)	(7)	(51)	(9)	(0)	(123)	(190)
(Commission on Higher Education)	(3)	(4)	(1)	(0)	(16)	(24)
(Public Broadcasting)	(3)	(23)	(3)	(0)	(130)	(159)
(Higher Educational Student Assistance)	(13)	(35)	(5)	(0)	(141)	(194)
TRANSPORTATION	260	794	139	5	4,012	5,210
TREASURY	152	1,204	234	8	4,035	5,633
(Treasury)	(117)	(816)	(91)	(6)	(2,925)	(3,955)
(Administrative Law)	(2)	(27)	(5)	(2)	(83)	(119)
(Casino Control)	(2)	(76)	(11)	(0)	(247)	(336)
(Public Defender)	(5)	(205)	(110)	(0)	(605)	(925)
(Public Utilities)	(23)	(70)	(14)	(0)	(156)	(263)
(Ratepayer Advocate)	(3)	(10)	(3)	(0)	(19)	(35)
TOTAL EXECUTIVE DEPARTMENTS	1,728	18,019	3,425	124	40,415	63,711
STATE COLLEGES (Career Svc Only)	115	901	372	10	2,277	3,675
DISPLACED WORKER POOL	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	1,843	18,920	3,797	134	42,692	67,386
JUDICIARY	141	1,912	681	15	6,467	9,216
LEGISLATIVE STAFF	3	54	15	0	417	489
TOTAL STATE GOVT WORKFORCE	1,987	20,886	4,493	149	49,576	77,091



STATE OF NEW JERSEY
GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY
AND ETHNIC COMPOSITION OF EACH GENDER GROUP
JANUARY 1, 2000

STATE AGENCY	FEMALE	MALE	TOTAL
AGRICULTURE	132	116	248
BANKING & INSURANCE	260	227	487
COMMUNITY AFFAIRS	546	492	1,038
CORRECTIONS	2,474	7,252	9,726
(Corrections)	(2,389)	(7,159)	(9,548)
(State Parole Board)	(85)	(93)	(178)
EDUCATION	627	250	877
ENVIRONMENTAL PROTECTION	1,257	2,025	3,282
GOVERNOR'S OFFICE	115	39	154
HEALTH & SENIOR SERVICES	1,410	583	1,993
HUMAN SERVICES	13,356	5,490	18,846
INFORMATION TECHNOLOGY	431	574	1,005
LABOR	2,659	1,422	4,081
LAW & PUBLIC SAFETY	3,120	5,458	8,578
(Law & Public Safety)	(2,582)	(4,505)	(7,087)
(Juvenile Justice)	(538)	(953)	(1,491)
MILITARY & VETERANS AFFAIRS	1,008	546	1,554
PERSONNEL	290	143	433
STATE	331	236	567
(State)	(116)	(74)	(190)
(Commission on Higher Education)	(16)	(8)	(24)
(Public Broadcasting)	(58)	(101)	(159)
(Higher Educational Student Assistance)	(141)	(53)	194
TRANSPORTATION	1,580	3,630	5,210
TREASURY	3,188	2,445	5,633
(Treasury)	(2,257)	(1,698)	(3,955)
(Administrative Law)	(78)	(41)	(119)
(Casino Control)	(176)	(160)	(336)
(Public Defender)	(538)	(387)	(925)
(Public Utilities)	(118)	(145)	(263)
(Ratepayer Advocate)	(21)	(14)	(35)
TOTAL EXECUTIVE DEPARTMENTS	32,784	30,928	63,712
STATE COLLEGES (Career Svc Only)	2,142	1533	3,675
DISPLACED WORKER POOL	0	0	0
TOTAL EXECUTIVE BRANCH	34,926	32,461	67,387
JUDICIARY	6,584	2631	9,215
LEGISLATIVE STAFF	247	242	489
TOTAL STATE GOVT WORKFORCE	41,757	35,334	77,091

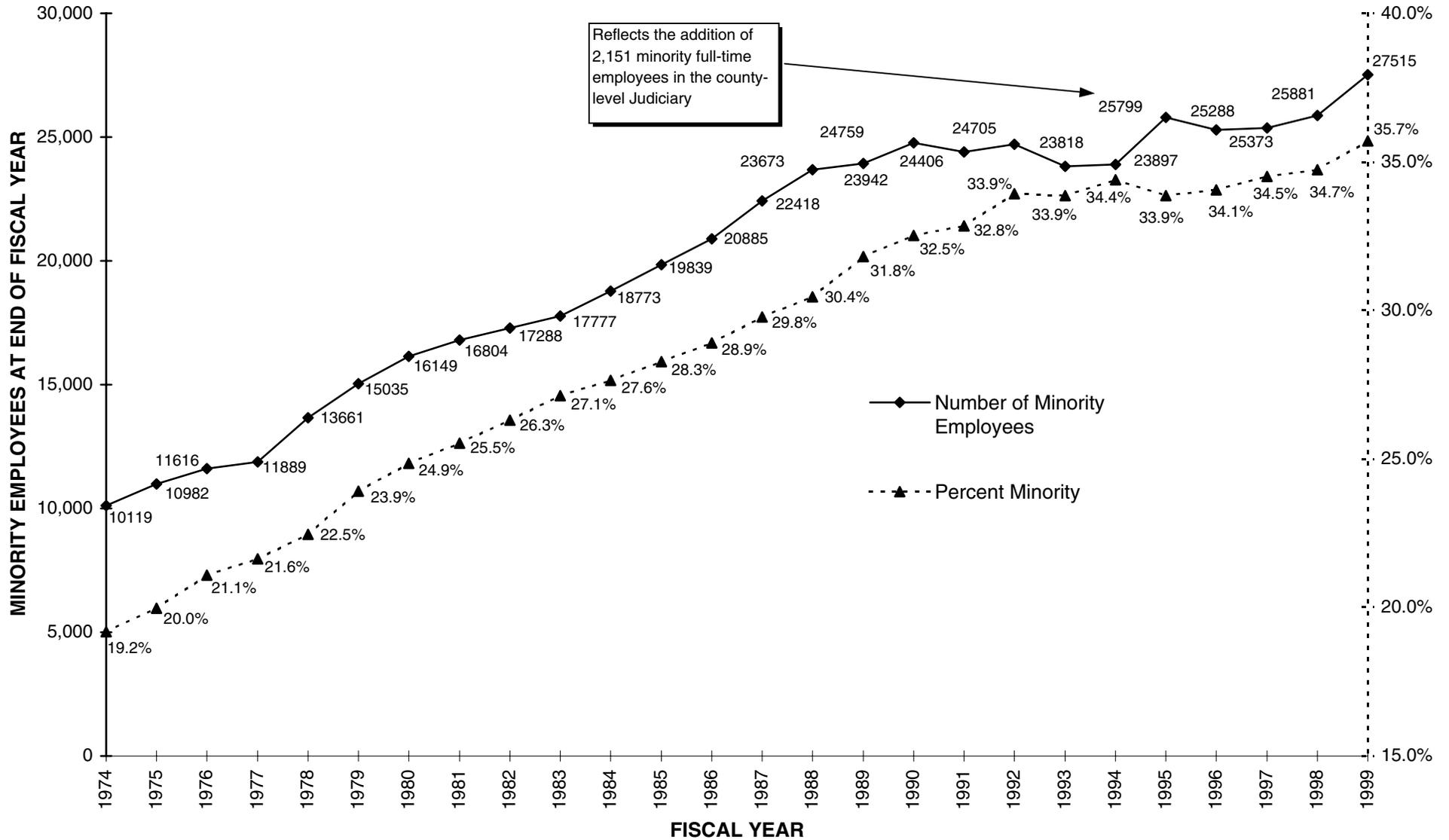


STATE OF NEW JERSEY
ETHNIC/GENDER DISTRIBUTION OF STATE GOVERNMENT
EMPLOYEES BY AGENCY

JANUARY 1, 2000

STATE AGENCY	FEMALE						MALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
AGRICULTURE	8	21	2	0	101	132	7	11	2	0	96	116	248
BANKING & INSURANCE	5	70	14	0	171	260	10	28	1	0	188	227	487
COMMUNITY AFFAIRS	4	188	36	1	317	546	16	38	21	0	417	492	1,038
CORRECTIONS	22	1,049	139	4	1,260	2,474	48	2,025	457	24	4,698	7,252	9,726
(Corrections)	(22)	(1,029)	(130)	(4)	(1,204)	(2,389)	(48)	(2,012)	(452)	(24)	(4,623)	(7,159)	(9,548)
(State Parole Board)	(0)	(20)	(9)	(0)	(56)	(85)	(0)	(13)	(5)	(0)	(75)	(93)	(178)
EDUCATION	9	117	17	1	483	627	10	27	4	0	209	250	877
ENVIRONMENTAL PROTECTION	37	172	37	6	1,005	1,257	99	72	21	5	1,828	2,025	3,282
GOVERNOR'S OFFICE	0	19	5	0	91	115	0	4	0	0	35	39	154
HEALTH & SENIOR SERVICES	66	340	57	3	944	1,410	33	67	18	1	464	583	1,993
HUMAN SERVICES	368	6,200	854	15	5,919	13,356	167	2,139	402	13	2,769	5,490	18,846
INFORMATION TECHNOLOGY	44	70	9	1	307	431	15	45	8	1	505	574	1,005
LABOR	51	785	280	4	1,539	2,659	43	223	81	2	1,073	1,422	4,081
LAW & PUBLIC SAFETY	46	760	150	3	2,161	3,120	65	762	239	22	4,370	5,458	8,578
(Law & Public Safety)	(39)	(544)	(125)	(2)	(1,872)	(2,582)	(62)	(398)	(181)	(20)	(3,844)	(4,505)	(7,087)
(Juvenile Justice)	(7)	(216)	(25)	(1)	(289)	(538)	(3)	(364)	(58)	(2)	(526)	(953)	(1,491)
MILITARY & VETERANS AFFAIRS	89	443	97	4	375	1,008	23	113	69	1	340	546	1,554
PERSONNEL	3	95	9	0	183	290	2	25	5	0	111	143	433
STATE	17	77	9	0	228	331	9	36	9	0	182	236	567
(State)	(3)	(40)	(4)	(0)	(69)	(116)	(4)	(11)	(5)	(0)	(54)	(74)	(190)
(Commission on Higher Education)	(1)	(2)	(1)	(0)	(12)	(16)	(2)	(2)	(0)	(0)	(4)	(8)	(24)
(Higher Educational Student Assistance)	(11)	(26)	(4)	(0)	(100)	(141)	(2)	(9)	(1)	(0)	(41)	(53)	(194)
(Public Broadcasting)	(2)	(9)	(0)	(0)	(47)	(58)	(1)	(14)	(3)	(0)	(83)	(101)	(159)
TRANSPORTATION	25	431	63	2	1,059	1,580	235	363	76	3	2,953	3,630	5,210
TREASURY	76	898	156	6	2,052	3,188	76	306	78	2	1,983	2,445	5,633
(Treasury)	(67)	(618)	(57)	(4)	(1,511)	(2,257)	(50)	(198)	(34)	(2)	(1,414)	(1,698)	(3,955)
(Administrative Law)	(1)	(24)	(3)	(2)	(48)	(78)	(1)	(3)	(2)	(0)	(35)	(41)	(119)
(Casino Control)	(0)	(48)	(5)	(0)	(123)	(176)	(2)	(28)	(6)	(0)	(124)	(160)	(336)
(Public Defender)	(3)	(152)	(78)	(0)	(305)	(538)	(2)	(53)	(32)	(0)	(300)	(387)	(925)
(Public Utilities)	(4)	(48)	(12)	(0)	(54)	(118)	(19)	(22)	(2)	(0)	(102)	(145)	(263)
(Ratepayer Advocate)	(1)	(8)	(1)	(0)	(11)	(21)	(2)	(2)	(2)	(0)	(8)	(14)	(35)
TOTAL EXECUTIVE DEPARTMENTS	870	11,735	1,934	50	18,195	32,784	858	6,284	1,491	74	22,221	30,928	63,712
STATE COLLEGES (Career Svc Only)	64	511	195	6	1,366	2,142	51	390	177	4	911	1,533	3,675
DISPLACED WORKER POOL	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	934	12,246	2,129	56	19,561	34,926	909	6,674	1,668	78	23,132	32,461	67,387
JUDICIARY	99	1,571	535	9	4,370	6,584	42	340	146	6	2,097	2,631	9,215
LEGISLATIVE STAFF	1	38	9	0	199	247	2	16	6	0	218	242	489
TOTAL STATE GOVT WORKFORCE	1,034	13,855	2,673	65	24,130	41,757	953	7,030	1,820	84	25,447	35,334	77,091

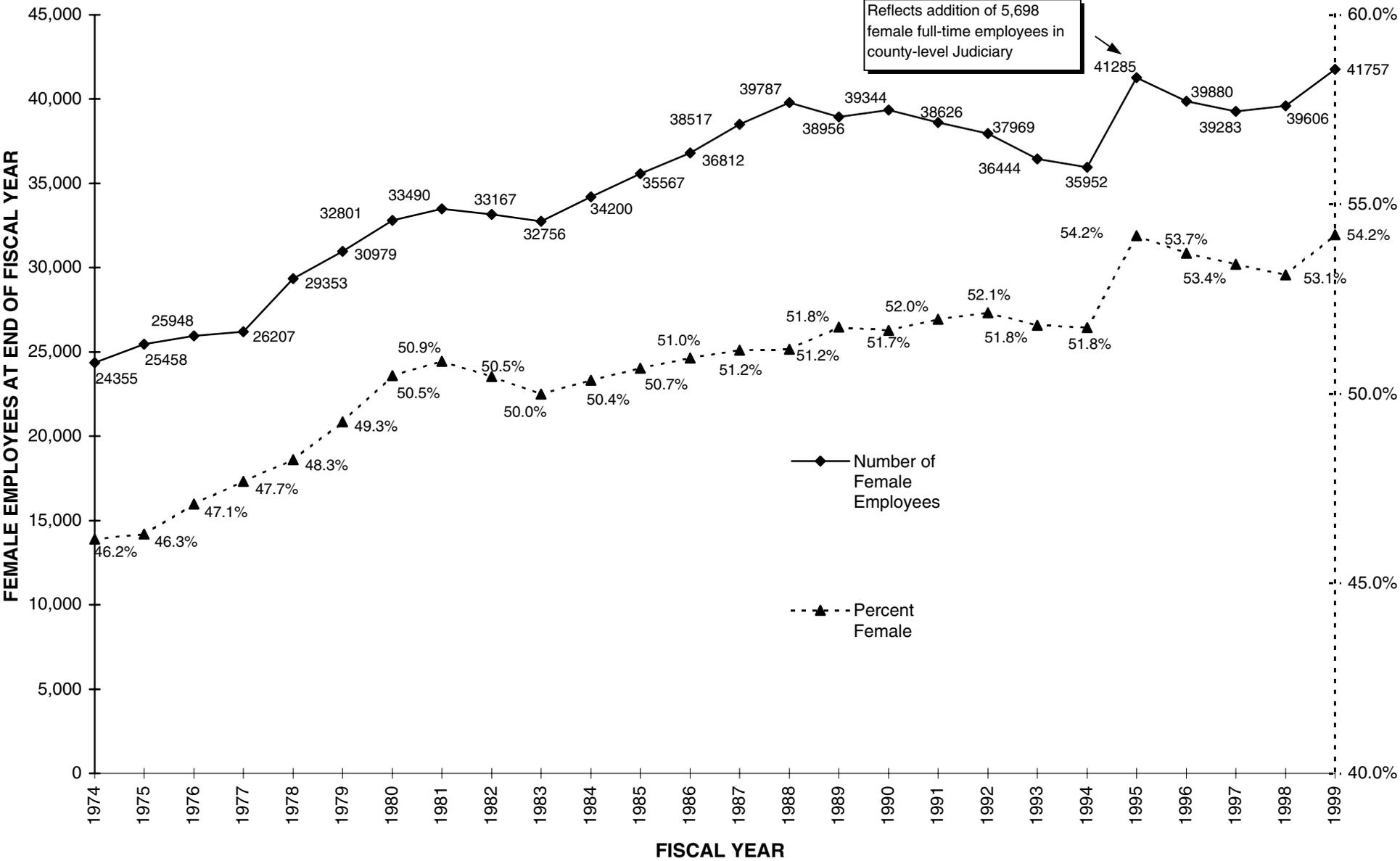
STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1999



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-1999).

STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1999



Full-time employees only.
Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-1999).

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employee Relations Commission has approved the division of the State Government workforce into 41 employee relations groups, 28 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work, for example, all employees of the Department of Personnel are considered confidential because the Department has everyday access to information that is directly related to the conduct of labor negotiations.

Each bargaining unit in State Government is entirely represented by a particular union. The Communications Workers of America (CWA) represents the professional, supervisory, clerical, and administrative bargaining units. The American Federation of State, County, and Municipal Employees (AFSCME) represents the direct care workers in State institutions, most of whom are employed by the Department of Human Services and the Department of Military and Veterans Affairs. The International Federation of Professional and Technical Engineers (IFPTE) represents the workers who maintain State highways and the State Government's physical facilities. The Patrolmen's Benevolent Association (PBA) represents the State's Correction Officers and some other law enforcement employees. Independent organizations represent uniformed State Police officers, probation officers, and court reporters.

Bargaining Units @, 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the eleventh column of the tables of union representation on pages 43 and 44.

The tables show that CWA represents more State Government employees than any other union, with almost 45 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with greater than 11 percent of the workforce; the PBA, with approximately 10 percent; and IFPTE, with over six percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than many of the nonrepresented managers and executives.

It is important to note that not all employees who are represented by unions are union members. Represented employees who do not choose to join a union are obliged to pay a representation fee that may not exceed 85 percent of union dues. This arrangement is known as "agency shop."

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION (continued)

Union representation is a fairly recent development in the history of the State Government workforce. The Employer-Employee Relations Act was adopted in 1968, and the first collective bargaining agreements date from the early 1970s. Later in the 1970s the impact of the negotiation process became more pronounced, supplementing market research as a factor affecting pay levels. Higher-level supervisors were unionized in 1979, and in 1980 collective bargaining led to several different pay schedules instead of just one. In 1981, after a representation election organized by the Public Employee Relations Commission, CWA became the bargaining agent for the professional, supervisory, clerical, and administrative bargaining units.

The table on Page 43 gives counts by agency for State Government employees represented by the different unions, and Page 44 shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 23). Page 45 shows union representation of State Government employees earning salaries of \$50,000 or greater since January 1995. It is apparent from this chart that the significant factors increasing the number of union-represented employees earning \$50,000 or more were an \$840 across the board increase (negotiated in 1994) which took effect in June of 1997 and across the board increases which took effect in July of 1998 and July of 1999.

**STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT
EMPLOYEES BY AGENCY**

JANUARY 1, 2000

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmens Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Assoc.	TOTAL
AGRICULTURE	143	0	0	38	0	0	0	0	0	0	0	181
BANKING & INSURANCE	341	0	0	15	0	0	0	0	0	0	0	356
COMMUNITY AFFAIRS	745	0	0	149	0	0	0	0	0	0	0	894
CORRECTIONS	1,929	267	6,738	344	0	0	0	0	0	0	0	9,278
(Corrections)	(1,777)	(267)	(6,738)	(341)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(9,123)
(State Parole Board)	(152)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(155)
EDUCATION	660	35	0	25	0	0	0	0	0	0	0	720
ENVIRONMENTAL PROTECTION	2,394	0	165	309	0	0	0	0	0	0	0	2,868
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,647	15	0	18	0	0	0	0	0	0	0	1,680
HUMAN SERVICES	9,069	6,910	82	1,512	0	0	0	0	0	0	0	17,573
INFORMATION TECHNOLOGY	822	0	0	12	0	0	0	0	0	0	0	834
LABOR	3,559	10	0	21	0	0	0	0	0	0	0	3,590
LAW & PUBLIC SAFETY	2,401	279	409	518	0	1,754	693	157	0	0	0	6,211
(Law & Public Safety)	(2,017)	(28)	(18)	(515)	(0)	(1,754)	(693)	(157)	(0)	(0)	(0)	(5,182)
(Juvenile Justice)	(384)	(251)	(391)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1,029)
MILITARY & VETERANS AFFAIRS	526	657	0	187	0	0	0	0	0	0	0	1370
PERSONNEL	0	0	0	0	0	0	0	0	0	0	0	0
STATE	360	0	0	35	0	0	0	0	0	0	0	395
(State)	(133)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(137)
(Commission on Higher Education)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(3)
(Higher Educational Student Assistance)	(134)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(135)
(Public Broadcasting)	(90)	(0)	(0)	(30)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(120)
TRANSPORTATION	3,116	0	4	1,344	255	0	0	0	0	0	0	4,719
TREASURY	4,009	0	4	161	0	0	0	0	0	0	0	4,174
(Treasury)	(2,968)	(0)	(4)	(151)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(3,123)
(Administrative Law)	(68)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(68)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(769)	(0)	(0)	(8)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(777)
(Public Utilities)	(182)	(0)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(184)
(Ratepayer Advocate)	(22)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(22)
TOTAL EXECUTIVE DEPARTMENTS	31,721	8,173	7,402	4,688	255	1,754	693	157	0	0	0	54,843
DISPLACED WORKER POOL	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	31,721	8,173	7,402	4,688	255	1,754	693	157	0	0	0	54,843
JUDICIARY	755	0	0	0	0	0	0	0	80	3,898	2,335	7,068
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	32,476	8,173	7,402	4,688	255	1,754	693	157	80	3,898	2,335	61,911
% OF UNION REPRESENTED EMPLOYEES	52.5%	13.2%	12.0%	7.6%	0.4%	2.8%	1.1%	0.3%	0.1%	6.3%	3.8%	100.0%
% OF STATE GOVT WORKFORCE	44.2%	11.1%	10.1%	6.4%	0.3%	2.4%	0.9%	0.2%	0.1%	5.3%	3.2%	84.3%

Table based on data from Centralized Payroll files. Includes full-time and part-time employees; excludes employees on leave and employees in the State colleges.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES
BY SALARY AND UNION REPRESENTATION

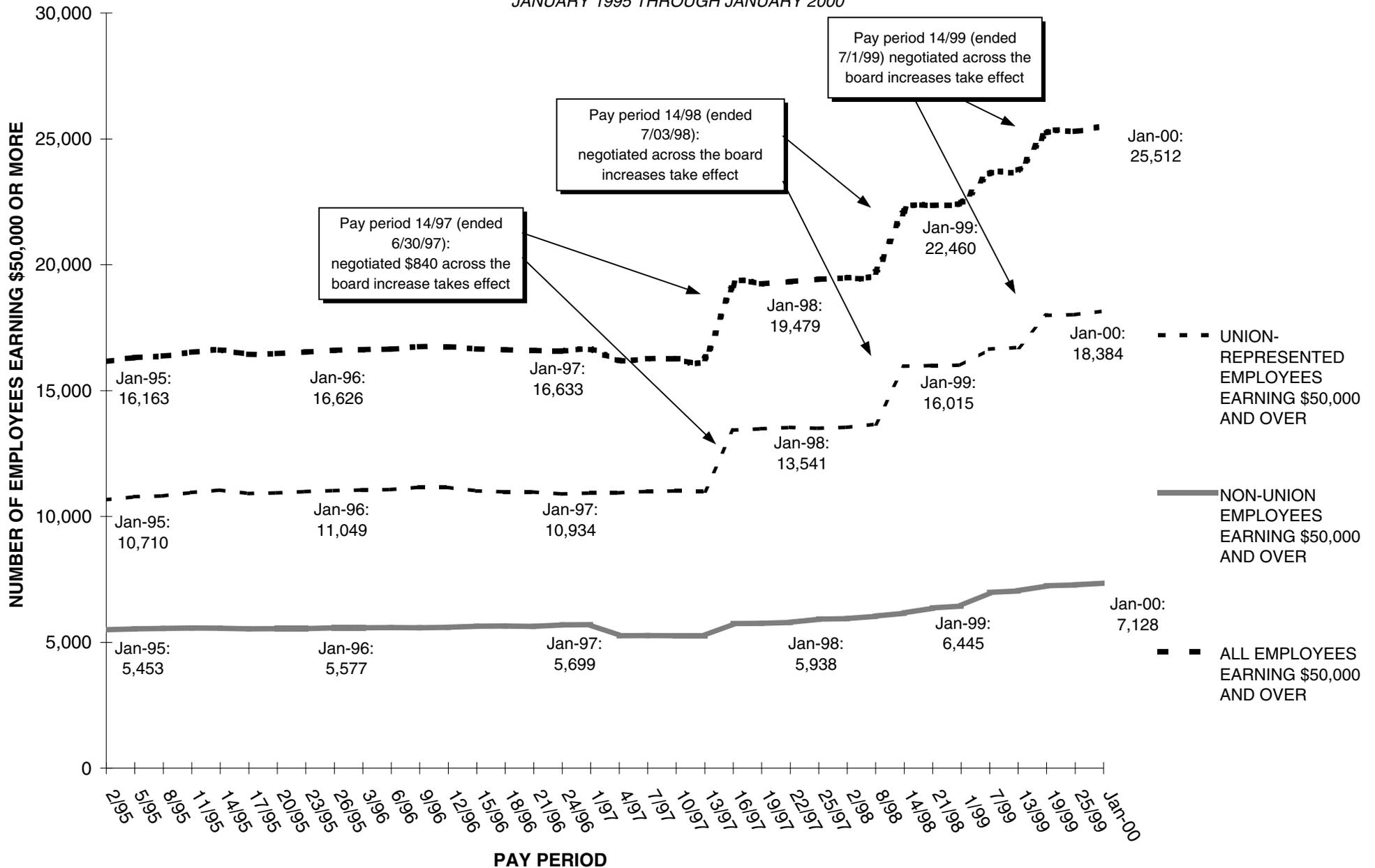
JANUARY 1, 2000

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmens Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association of New Jersey	Non-Union	Total
BELOW 15,000	0	1	0	0	0	0	0	0	0	0	0	8	9
15,000 - 19,999	346	475	0	105	0	0	0	0	0	404	0	159	1,489
20,000 - 24,999	1,118	1,286	0	506	0	0	0	0	0	731	0	111	3,752
25,000 - 29,999	2,550	1,789	0	1,277	0	0	0	0	0	1,155	152	324	7,247
30,000 - 34,999	5,256	3,349	404	1,251	1	0	0	0	0	865	333	895	12,354
35,000 - 39,999	4,642	756	1,161	1,057	90	0	0	0	0	506	505	897	9,614
40,000 - 44,999	3,377	205	717	135	148	150	0	0	0	138	406	871	6,147
45,000 - 49,999	3,452	0	570	69	16	205	0	0	0	72	297	764	5,445
50,000 - 54,999	3,060	0	3,321	7	0	426	0	0	0	14	194	772	7,794
55,000 - 59,999	2,680	0	286	4	0	0	0	0	1	3	193	651	3,818
60,000 - 64,999	2,197	0	542	3	0	973	0	0	79	0	105	955	4,854
65,000 - 69,999	1,936	0	309	0	0	0	489	0	0	0	90	964	3,788
70,000 - 74,999	529	0	26	0	0	0	204	0	0	1	49	927	1,736
75,000 - 79,999	56	0	61	0	0	0	0	39	0	0	8	879	1,043
80,000 - 84,999	172	0	5	0	0	0	0	118	0	0	0	571	866
85,000 - 89,999	6	0	0	0	0	0	0	0	0	0	1	420	427
90,000 - 94,999	12	0	0	0	0	0	0	0	0	0	0	348	360
95,000 - 99,999	2	0	0	0	0	0	0	0	0	0	0	83	85
100,000 - ABOVE	183	0	0	0	0	0	0	0	0	0	0	558	741
TOTAL	31,574	7,861	7,402	4,414	255	1,754	693	157	80	3,889	2,333	11,157	71,569

Data provided from Centralized Payroll files. Does not include part-time employees, Bar Examiners, members of various Commissions and Boards, employees on leave, or employees in the State colleges.

STATE OF NEW JERSEY UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES WITH SALARIES OF \$50,000 OR GREATER

JANUARY 1995 THROUGH JANUARY 2000



Data provided from Centralized Payroll files.

Excludes part-time employees, employees on leave without pay, and employees in the State colleges.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS

INTRODUCTION

In 1996, we expanded the Workforce Profile to include comprehensive information on local government employment in New Jersey for the first time. The most important barrier to achieving this goal is the absence of a single uniform database that captures local government data in a degree of detail comparable to what we can provide about State Government employees. The most comprehensive database on local government employees to which we have access is the State Government Pensions database maintained by the Division of Pensions and Benefits, but this database is organized in a different manner and work to reconcile the two databases is still underway. For the time being, the most useful database we have is the Department of Personnel's Consolidated Employee File, which includes data on local government jobs that fall under the purview of the Merit System. This year we examine the same statistics as we did in prior years.

The New Jersey Department of Personnel administers a merit system of employment for both the State Government and the local jurisdictions that have adopted Title 11A of the Revised Statutes by referendum. These jurisdictions comprise 20 of the State's 21 counties and more than 200 other jurisdictions, including both municipalities and special-purpose authorities and districts. Approximately a third of the State's 566 municipalities subscribe to the system, including most of the larger, older, and more urban ones. In addition, a small number of school districts have adopted the Merit System legislation.

The most recent New Jersey Department of Labor figures for local government employment in New Jersey (January 2000) indicate total employment of approximately 377,400, with about 220,000 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 107,028 identified in our records) represent about 63% of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following tables and charts (with the exception of Page 49) summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why most of the following tables and charts summarize 110,390 jobs rather than 107,028 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS

INTRODUCTION (continued)

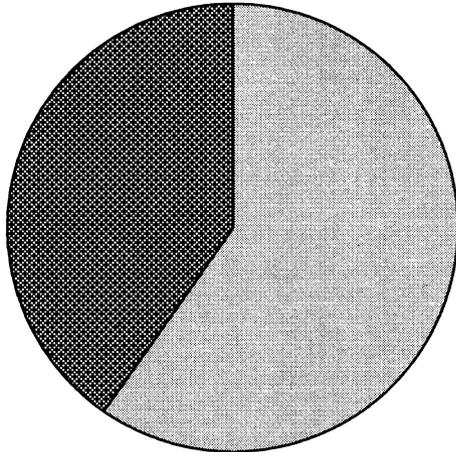
You will also note that the tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, length of service, ethnic identity, gender, and salary. That is because the data files we use for local government are a consolidation of various local files, which differ from each other in the formats used for these types of data. Because the Department of Personnel's responsibilities with respect to local jurisdictions are largely confined to position classification and examinations, we have directed our most strenuous efforts in record maintenance to insuring the accuracy of data concerning class of service and title. We also offer local jurisdictions the opportunity to access our automated database, not only in order to provide a service but in hopes that this will motivate them to maintain more data fields on a current basis.

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since a higher proportion of counties compared to local jurisdictions have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Almost ninety percent of these jobs are in the Career Service. The vast majority are full-time, although at the municipal level one job out of every six is part-time. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; almost half of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Over one third of the jobs are in the service occupations, while slightly more than a quarter of them are categorized as professional, technical or managerial.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. More than one out of seven local government Merit System jobs is part-time, compared with almost one out of seventy-seven State Government jobs. More than one out of six State Government jobs is in the Unclassified Service, compared with almost one out of ten local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the more even geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit system jobs is significantly different from that of State Government jobs. While the professional/technical/managerial group is by far the largest in the State Government, in the local jurisdictions the service occupations, which consist largely of protective services like public safety and direct care of patients in hospitals and institutions, are most heavily represented. While clerical jobs are about one-fifth of the total at both the State and local levels, structural work is much more important at the local than at the State level.

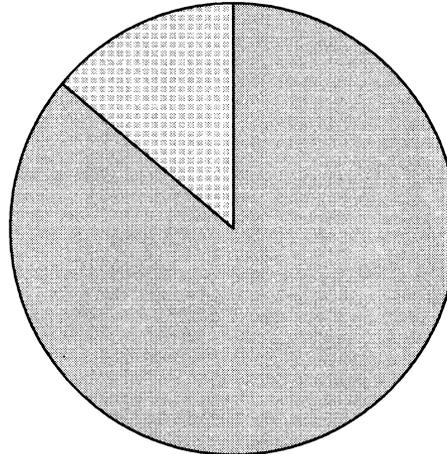
STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
QUANTITATIVE SUMMARY
JANUARY 1, 2000

COUNTY
44,345
(40.2%)



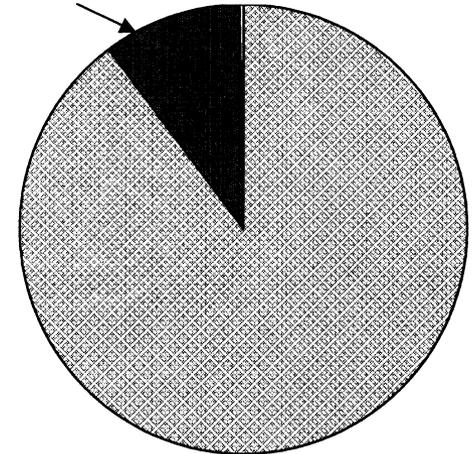
MUNICIPAL
66,045
(59.8%)

PART-TIME
15,283
(13.8%)



FULL-TIME
95,107
(86.2%)

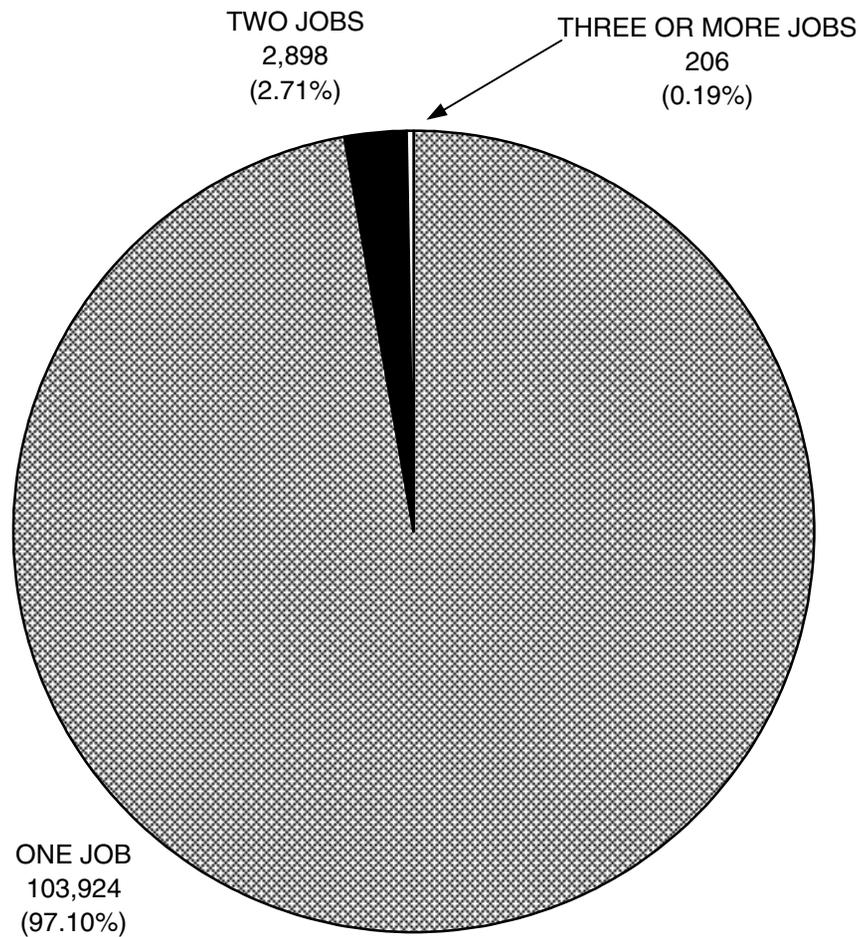
UNCLASSIFIED
11,105
(10.1%)



CAREER
99,069
(89.7%)

*Data from the Department of Personnel's Consolidated Employee File.
 Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2000: 110,390.*

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM EMPLOYEES
NUMBER OF JOBS PER EMPLOYEE
JANUARY 1, 2000



Percentages refer to the total number of employees holding local government Merit System jobs: 107,028.

**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE**

JANUARY 1, 2000

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL COUNTY	FULL-TIME	PART-TIME	SUBTOTAL MUNICIPAL	FULL-TIME	PART-TIME	
ATLANTIC	1,662	79	1,741	2,490	439	2,929	4,152	518	4,670
BERGEN	2,690	357	3,047	3,108	946	4,054	5,798	1,303	7,101
BURLINGTON	1,987	256	2,243	1,748	641	2,389	3,735	897	4,632
CAMDEN	3,363	259	3,622	2,675	696	3,371	6,038	955	6,993
CAPE MAY	1,142	71	1,213	1,560	471	2,031	2,702	542	3,244
CUMBERLAND	1,073	139	1,212	2,090	569	2,659	3,163	708	3,871
ESSEX	4,246	145	4,391	11,020	1,654	12,674	15,266	1,799	17,065
GLOUCESTER	1,414	133	1,547	468	146	614	1,882	279	2,161
HUDSON	2,682	116	2,798	8,598	1,486	10,084	11,280	1,602	12,882
HUNTERDON	557	161	718	0	0	0	557	161	718
MERCER	1,909	175	2,084	2,881	286	3,167	4,790	461	5,251
MIDDLESEX	2,502	131	2,633	2,905	650	3,555	5,407	781	6,188
MONMOUTH	3,163	182	3,345	2,262	549	2,811	5,425	731	6,156
MORRIS	2,073	217	2,290	1,402	395	1,797	3,475	612	4,087
OCEAN	2,564	410	2,974	2,794	830	3,624	5,358	1,240	6,598
PASSAIC	2,794	347	3,141	3,532	625	4,157	6,326	972	7,298
SALEM	566	92	658	92	36	128	658	128	786
SOMERSET	15	0	15	9	0	9	24	0	24
SUSSEX	700	123	823	603	320	923	1,303	443	1,746
UNION	2,711	163	2,874	3,874	564	4,438	6,585	727	7,312
WARREN	838	138	976	345	286	631	1,183	424	1,607
TOTAL	40,651	3,694	44,345	54,456	11,589	66,045	95,107	15,283	110,390

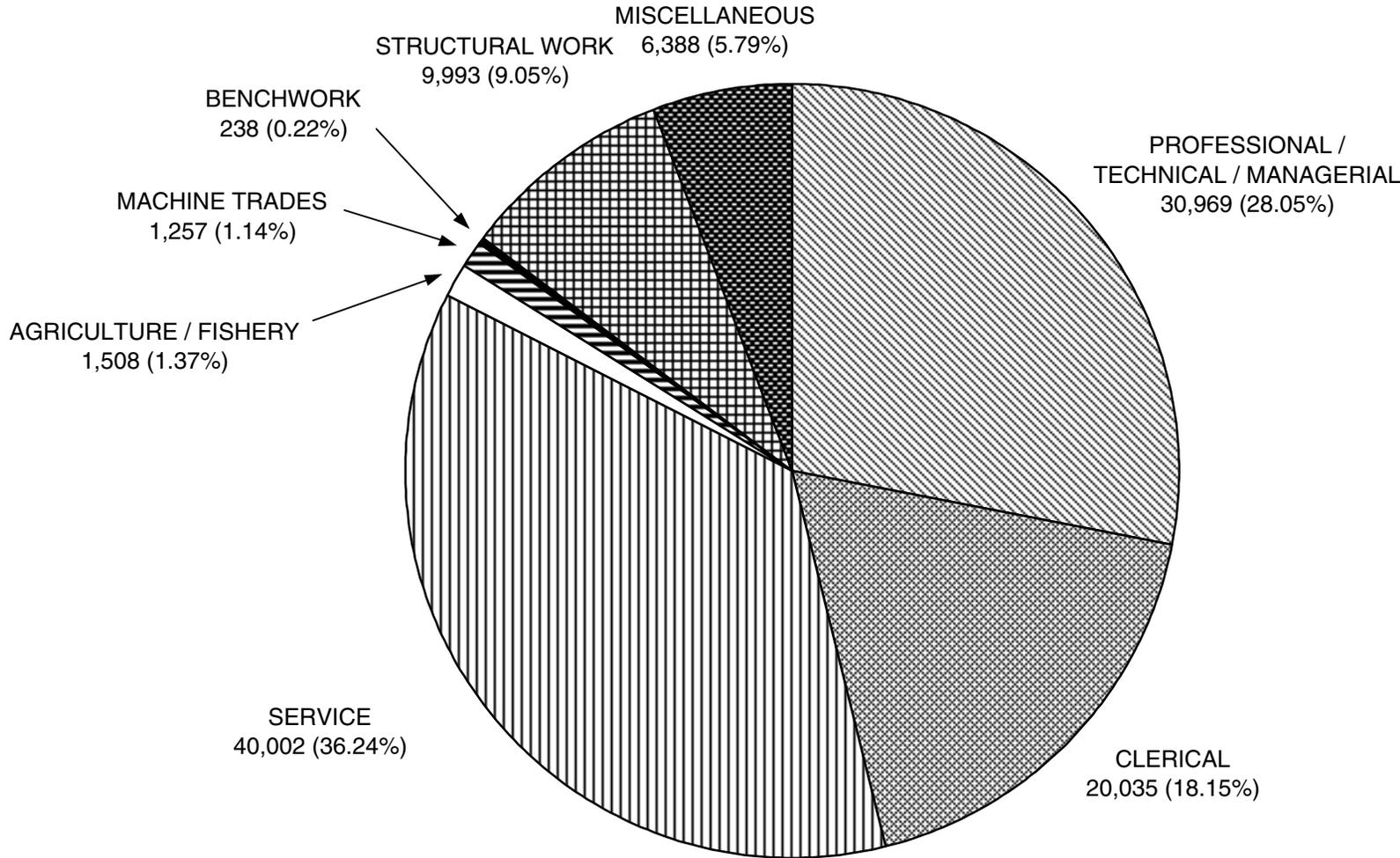
**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT,
AND SERVICE DIVISION**

JANUARY 1, 2000

LOCATION	COUNTY						MUNICIPAL						TOTAL			GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	TOTAL UNDETERMINED*	
ATLANTIC	1,215	295	1,510	230	1	1,741	2,031	631	2,662	262	5	2,929	4,172	492	6	4,670
BERGEN	2,190	496	2,686	360	1	3,047	2,725	821	3,546	508	0	4,054	6,232	868	1	7,101
BURLINGTON	1,516	497	2,013	223	7	2,243	1,445	583	2,028	359	2	2,389	4,041	582	9	4,632
CAMDEN	2,535	663	3,198	419	5	3,622	2,265	520	2,785	583	3	3,371	5,983	1,002	8	6,993
CAPE MAY	797	299	1,096	116	1	1,213	1,366	438	1,804	227	0	2,031	2,900	343	1	3,244
CUMBERLAND	763	339	1,102	110	0	1,212	1,510	883	2,393	260	6	2,659	3,495	370	6	3,871
ESSEX	2,961	854	3,815	556	20	4,391	8,777	3,105	11,882	738	54	12,674	15,697	1,294	74	17,065
GLOUCESTER	1,050	297	1,347	197	3	1,547	409	93	502	112	0	614	1,849	309	3	2,161
HUDSON	1,809	574	2,383	412	3	2,798	6,536	3,092	9,628	448	8	10,084	12,011	860	11	
HUNTERDON	449	132	581	128	9	718	0	0	0	0	0	0	581	128	9	718
MERCER	1,468	407	1,875	207	2	2,084	2,510	406	2,916	241	10	3,167	4,791	448	12	5,251
MIDDLESEX	2,057	253	2,310	320	3	2,633	2,490	722	3,212	339	4	3,555	5,522	659	7	6,188
MONMOUTH	2,436	632	3,068	270	7	3,345	1,974	468	2,442	362	7	2,811	5,510	632	14	6,156
MORRIS	1,426	578	2,004	282	4	2,290	1,367	225	1,592	203	2	1,797	3,596	485	6	4,087
OCEAN	2,252	443	2,695	274	5	2,974	2,159	1,065	3,224	393	7	3,624	5,919	667	12	6,598
PASSAIC	1,945	917	2,862	264	15	3,141	3,271	620	3,891	257	9	4,157	6,753	521	24	7,298
SALEM	449	139	588	68	2	658	74	19	93	35	0	128	681	103	2	786
SOMERSET	15	0	15	0	0	15	5	1	6	1	2	9	21	1	2	24
SUSSEX	554	159	713	110	0	823	549	148	697	224	2	923	1,410	334	2	1,746
UNION	1,882	682	2,564	308	2	2,874	3,407	617	4,024	409	5	4,438	6,588	717	7	7,312
WARREN	559	293	852	124	0	976	338	127	465	166	0	631	1,317	290	0	1,607
TOTAL	30,328	8,949	39,277	4,978	90	44,345	45,208	14,584	59,792	6,127	126	66,045	99,069	11,105	216	110,390

*Indicates jobs classified in tentative titles. The Department is taking action to resolve these cases and to classify all jobs in approved titles. Data provided by the Department of Personnel from its Consolidated Employee File.

STATE OF NEW JERSEY
DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS
BY OCCUPATIONAL GROUP
JANUARY 1, 2000



*Data provided by the Department of Personnel from its Consolidated Employee File.
 Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.
 Percentages refer to the total number of local government Merit System jobs as of 1/1/2000: 110,390.*

STATE OF NEW JERSEY
DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATION

JANUARY 1, 2000

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL /TECHNICAL /MANAGERIAL	00 Surveying / Engineering (other than Environmental)	386	295	681
	01 Environmental Engineering / Architecture	65	85	150
	02 Physical Sciences / Statistics	192	115	307
	04 Life Sciences	68	69	137
	05 Community Development / Social Sciences	444	909	1,353
	06 Social & Psychological Services	2,351	326	2,677
	07 Medical and Health Services	2,470	1,245	3,715
	09 Education	374	2,206	2,580
	10 Museum, Library & Archival Sciences	1,430	2,060	3,490
	11 Law	1,178	932	2,110
	12 Information Processing	395	260	655
	13 Writing	46	56	102
	14 Art	42	18	60
	15 Finance	431	760	1,191
	16 Administration	4,041	3,028	7,069
	17 Inspections / Investigation	882	2,283	3,165
	18 Recreation	318	1,205	1,523
	19 Public Broadcasting	1	3	4
	CLERICAL	20 Stenography, Typing & Filing	7,128	8,058
21 Computing & Account Recording		730	1,292	2,022
22 Stock, Storage, & Inventory		156	90	246
24 Information & Message Distribution		907	1,674	2,581
SERVICE	30 Building / Institution / Facility Services	1,597	2,691	4,288
	31 Food / Beverage Preparation/Services	746	1,196	1,942
	33 Barbering / Cosmetology	7	0	7
	35 Direct Care / Personal & Health Services	2,178	15	2,193
	36 Protective Services	9,603	21,969	31,572
AGRICULTURE /FISHERY	40 Planting / Gardening	568	689	1,257
	41 Animal Farming	126	124	250
	42 Fishery	0	1	1
MACHINE TRADES	60 Machinery Repair	382	811	1,193
	65 Printing	53	11	64
BENCHWORK	70 Medical / Scientific Repair	8	45	53
	72 Electrical Repair	90	95	185
STRUCTURAL WORK	80 Skilled Trades	372	467	839
	81 Infrastructure Repair/Maintenance	2,164	6,990	9,154
MISCELLANEOUS	90 Transporting	988	1,904	2,892
	91 Utilities Production/Distribution	369	744	1,113
	92 Multiple Groups	724	715	1,439
	93 Student Assistants	124	423	547
	99 Not Coded	211	186	397
TOTAL		44,345	66,045	110,390

Data provided by the Department of Personnel from its Consolidated Employee File.
Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS

Atlantic County
Bergen County
Bergen County Utilities Authority
Burlington County
Camden County
Camden County Health Services Center
Camden County Municipal Utilities Authority
Cape May County
Cape May County Library
Cumberland County
Essex County
Gloucester County
Hudson County
Hudson County Utilities Authority
Hunterdon County
Mercer County
Middlesex County
Monmouth County
Morris County
Ocean County
Passaic County
Salem County
Sussex County
Union County
Warren County
Aberdeen Township
Aberdeen Fire Districts 1, 2
Allamuchy Township
Alpha Borough
Andover Township

Asbury Park City
Asbury Park City Housing Authority
Atlantic City
Atlantic City Municipal Utilities Authority
Atlantic City Housing Authority
Atlantic City Library
Atlantic City Municipal Utilities Authority
Bayonne
Bayonne Housing Authority
Beach Haven Borough
Beachwood Borough
Belleville
Belleville Library
Belmar Borough
Belmar Housing Authority
Bergenfield Borough
Bergenfield Board of Health
Bergenfield Library
Berkeley Township
Berkeley Housing Authority
Berkeley School District
Beverly
Beverly Housing Authority
Bloomfield
Bloomfield Library
Boonton
Boonton Housing Authority
Boonton Library
Bordentown City
Bordentown Township

Bordentown Township Fire Districts 1, 2
Brick Township
Brick Housing Authority
Brick Fire District
Brick School District
Bridgeton
Bridgeton Housing Authority
Bridgeton Library
Bridgeton Municipal Port Authority
Brooklawn Borough
Buena Borough
Buena Housing Authority
Buena Municipal Utilities Authority
Burlington City
Burlington City Board of Health
Burlington City Housing Authority
Burlington Township
Burlington Township Fire District 1
Butler
Butler Library
Byram Township
Camden City
Camden City Library
Camden Redevelopment Agency
Cape May City
Cape May Housing Authority
Carteret Borough
Carteret Housing Authority
Carteret Board of Health
Carteret Library
Cinnaminson Township

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS

Cinnaminson Fire District 1	Egg Harbor City	Hackettstown, Town of
Clark Township	Elizabeth	Hackettstown Municipal Utilities Authority
Clark Library	Elizabeth Housing	Haddon Township Housing Authority
Clementon Borough	Englewood Housing Authority	Hamilton Township
Clementon Housing Authority	Elmwood Park Borough	Hamilton Fire Districts 2, 3, 4, 5, 6, 7, 8, 9
Clifton	Ewing Township	Hammonton
Clifton Library	Ewing Township Fire Districts 1, 2, 3	Hampton Township
Cliffside Park Housing Authority	Fair Lawn	Harmony Township
Delanco Township	Fairview	Harrison
Delran Township	Florence Township	Harrison Housing Authority
Delran Fire District 1	Florence Housing Authority	Hazlet Township
Dennis Township	Fort Lee	Hazlet Board of Health
Deptford Township	Fort Lee Housing Authority	Hazlet Fire District 1
Deptford Township Fire District 1	Franklin Township	Highland Park Housing Authority
Deptford Library	Franklin Housing Authority	Highlands Borough
Deptford Municipal Utilities Authority	Freehold	Highlands Housing Authority
Dover	Freehold Housing Authority	Hightstown Borough Housing Authority
Dover Housing Authority	Freehold Township	Hillside Township
Dover Library	Garfield	Hoboken
East Orange	Garfield Housing Authority	Hoboken Housing Authority
East Orange Housing Authority	Glassboro Housing Authority	Holmdel Township
East Orange Library	Gloucester City	Hopatcong
East Rutherford Borough	Gloucester Township	Independence Township
East Rutherford Board of Health	Gloucester Township Fire Districts 1, 2, 3, 4, 5, 6	Independence Municipal Utilities Authority
East Rutherford Library	Gloucester Housing Authority.	Irvington
Edgewater Borough	Gloucester Township Municipal Utilities Authority	Irvington Housing Authority
Edgewater Board of Health	Green Township	Jackson Township
Edgewater Housing Authority	Guttenberg Housing Authority	Jackson Fire Districts 2, 3, 4
Edgewater Library	Hackensack	
Edgewater Park Township	Hackensack Housing Authority	
Edgewater Park Fire District 1		
Edison Housing Authority		

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS

Jackson Municipal Utilities Authority	Lodi School District	Moorestown Township
Jefferson Township	Long Beach Township	Moorestown Fire Districts 1, 2
Jersey City	Long Branch	Morristown, Town of
Jersey City Housing Authority	Long Branch Housing Authority	Morristown Housing Authority
Jersey City School District	Lopatcong	Morris Plains Civil Defense
Keansburg	Lower Township	Mount Holly Township
Keansburg Housing Authority	Madison Housing Authority	Mount Holly Fire District 1
Keansburg Municipal Utilities Authority	Magnolia Borough	Mount Laurel Township
Kearny	Mahwah Civil Defense	Mount Laurel Fire District 1
Keypoint Borough	Manasquan Borough	Mount Laurel Municipal Utilities Authority
Kinnelon Civil Defense	Manasquan Fire District 1	Neptune City Housing Authority
Kresson Fire District	Maple Shade	Neptune Township Housing Authority
Lacey Township	Margate City	Newark
Lakehurst	Marlboro Township	Newark Housing Authority
Lakewood Township	Marlboro Municipal Utilities Authority	Newark School District
Lakewood Fire District 1	Marlboro Fire District 1	New Brunswick
Lakewood Housing Authority	Maurice River Township	New Brunswick Housing Authority
Lakewood Municipal Utilities Authority	Maurice River School District	Newton
Lavallette	Middle Township	Newton Civil Defense
Lawnside	Middle School District	Newton Housing Authority
Lawrence Township	Middletown Township	North Arlington Borough
Liberty Township	Middletown Housing Authority	North Bergen Township
Lincoln Park	Millburn Township	North Bergen Housing Authority
Linden	Milltown Borough	North Bergen Utilities Authority
Linden Housing Authority	Millville City	North Brunswick Township
Lindenwold Municipal Utilities Authority	Millville Housing Authority	North Wildwood City
Little Egg Harbor Township	Millville School District	Nutley
Lodi Borough	Monroe Township	Oakland Borough
Lodi Housing Authority	Monroe Municipal Utilities Authority	Ocean City
	Montville Township	Ocean City Housing Authority
	Montville Fire Districts 1, 2, 3	
	Moonachie Borough	

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS

Ogdensburg Borough
Orange
Orange Housing Authority
Park Ridge Borough
Parsippany-Troy Hills Borough
Passaic
Passaic Housing Authority
Passaic Municipal Utilities Authority
Passaic Valley Water Commission
Paterson
Paterson Housing Authority
Pemberton Township
Pennsauken Township
Pennsauken Housing Authority
Penns Grove Housing Authority
Perth Amboy
Perth Amboy Housing Authority
Phillipsburg
Phillipsburg Housing Authority
Plainfield
Plainfield Housing Authority
Pleasantville Housing Authority
Pohatcong Township
Point Pleasant Borough
Point Pleasant Beach Borough
Pompton Lakes Borough
Pompton Lakes Municipal Utilities Authority
Princeton Borough Housing Authority
Rahway
Rahway Housing Authority
Red Bank Housing Authority

Ridgewood Village
Ringwood Borough
Riverside Township
Rockaway Township
Roselle Borough
Rutherford Borough
Saddle Brook Township
Salem
Salem City Housing Authority
Salem City Port Authority
Sayreville Borough
Sayreville Housing Authority
Scotch Plains
Secaucus Housing Authority
Sea Isle City
Seaside Heights
Seaside Park
Somerdale Borough
Somers Point
Somerset County Board of Social Services
South Amboy
South Amboy Housing Authority
South Amboy Library
South Belmar Borough
South Orange
South Plainfield
South Toms River
Sparta Township
Stanhope Borough
Stillwater Township
Stratford Borough

Summit Housing Authority
Teaneck Township
Trenton
Trenton Library
Trenton/Mercer County Building Commission
Union Beach
Union City
Union City Housing Authority
Union Township
Upper Township
Ventnor City
Vernon Township
Verona Borough
Vineland City
Vineland Housing Authority
Vineland School District
Voorhees Township
Voorhees Township Fire District
Voorhees Ashland Fire District 1
Voorhees Kirkwood Fire District 2
Voorhees Township Kresson Fire District
Waldwick Borough
Wallington Borough
Wanaque Borough
Wantage Township
Washington Borough
Weehawken Township
Weehawken Housing Authority
Weehawken School District
West Milford Township

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS

West Milford Municipal Utilities
Authority
West New York
West New York Housing Authority
West New York Municipal Utilities
Authority
West Orange
West Paterson Borough
White Township
Wildwood City
Wildwood City Housing Authority
Wildwood Crest Borough
Wildwood Joint Construction
Office
Willingboro
Willingboro Municipal Utilities
Authority
Winslow Township
Winslow Township Fire District 1
Woodbine Borough
Woodbridge Township
Woodbridge Fire Districts 1, 2, 4, 5,
7, 8, 9, 12
Woodbridge Housing Authorities
Woodbridge Library
Woodlynne Borough
Wood Ridge Borough